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DELEGATE MEETING REPORT —Page 139

International City Managers' Association

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UNITED WE STAND

NO annual assembly of the Association has ever met in such an atmosphere of national tension as that in which the Delegate Meeting assembled on May 11. Between the time when delegates left their offices, and their assembly at Westminster on the Saturday, Britain was forming a new Government, the enemy had invaded the Low Countries, and the allied armies were marching to the greatest battle in history. Small wonder that the National Council, meeting on the Friday afternoon, felt it only right that delegates should consider, at the assembly on the morrow, whether the proceedings should not immediately adjourn. They knew that they themselves would be without many of their leaders, including the President; that many delegates had been recalled; that others had not set out; and that recalls to duty might extend. Saturday's muster proved larger, however, than was expected, and the delegates elected to proceed, in the belief, which proved justified, that by imposing a rigorous time limit on speeches they could discharge their functions and still leave themselves available for speedy return if recalled.

Speed and Efficiency

THE part of local government officers in the national effort is so great that any step which would reinforce their confidence that their legitimate interests are being carefully protected can be regarded as serving the national interest. The decision to proceed with the meeting, and so to wind up the Association's business for the year, and reveal the mind of the membership to the National Council for its future guidance, was, therefore, fully justified from the national point of view. The meeting began with the minds of the delegates still pre-occupied with thoughts of the nation's crisis and anxiety over the responsibilities to which they must soon return. Delegates quickly realised, however, the common sense of devoting their attention to the business before them, and the meeting soon got "under way." It dealt with the business in hand none the less thoroughly because it kept an eye for essentials; and showed that time limits to speeches could mean dispatch without indifference.

Council's Policy Upheld

DELEGATES showed themselves well satisfied with the Council's stewardship. It was evident that the annual report had been well studied, and the scrutiny it received was by no means cursory; yet the meeting rejected nothing, and recorded its appreciation of the Council's work in terms of unmistakable sincerity. Nor did delegates in any case disapprove the Council's views on the motions submitted; many of these the Council itself accepted without hesitation. There was, then, no major controversy.

The Association, like the nation, closed its ranks. Indeed, the meeting proved that there is a unity in the Association which is founded, not only on a subordination of differences of view, but upon something remarkably close to unanimity of view. This is something to be profoundly thankful for in such times. There is, of course, sound reason for concord between Council and members. The annual report did not belie its title of "NALGO Progress, 1939."

NALGO'S PLEDGE TO THE PREMIER

"Ready for Every Call"

On the proposal of the chairman, the Delegate Meeting agreed to send the following telegram to Mr. Winston Churchill, who had been appointed Prime Minister only a few hours before:

"This Delegate Meeting of the National Association of Local Government Officers desires to assure the incoming Prime Minister of the readiness of the local government Service to answer every call which the Government may make upon us, and of our determination, under his leadership, to spare no effort which may conduce to final victory in the struggle which has been forced upon our country."

Outstanding Triumphs

DESPITE the increasing difficulties of local government during the first half year of war-like peace, the Association, under the Council's leadership, had achieved steady progress in every field of its activities and not a few outstanding triumphs. Before the outbreak of war the chain of Whitleyism was almost completed, the salaries campaign had made a widespread advance, and the rapid success of the public relations policy had lifted the status and prospects of the Service to appreciably higher levels. The advent of war only served to show the Association's strength, elasticity and resource, for there can be no denying the rapidity with which the new problems of war were grasped and dealt with.

Whitley machinery, backed by the Association's support, brought in a few months a measure of relief against increase in the cost of living, which was hardly attained in a year or two in the last war. Moreover, a variety of circumstances brought about by the transition from peace to war and by the demands of national service quickly found their first, if not their final, adjustment in support and protection of the local government officers' rights.

The situation still calls for further effort, but no one can deny that the Association has secured speedier and more substantial justice than many other black-coated workers, including the civil service.

Big Tasks Ahead

THE Association's tasks and responsibilities must increase, just as those of its members will increase in the sphere of their official duty. We may yet hardly realise the full extent of the sacrifices necessary to victory, though it is certain that the Service will redeem to the full the pledge of unstinted support which the Delegate Meeting gave to Mr. Churchill. The calls of the fighting services will deplete staffs on essential local government work, there will be extensions of home security services, and renewals of their ranks to organise. All this will mean heavier calls on the time and energy of officers, still greater responsibilities, and an intensification of their problems. Added to their personal problems as citizens and householders, the officers' burdens will be heavier than those of most other sections of the home front; this after they have already sustained what have amounted to war-time conditions for several years of "peace-time" preparation.

The members of local authorities must know the extent of their officers' contribution. We hope, therefore, that in the national interest, they will lend full support, as their staffs are prepared to do, to the now completed machinery of Whitleyism so that unnecessary friction over staff matters may not distract the minds of either councils or officers from essential tasks and valuable time may not be wasted on staff problems when a better way is open.

"Blood and Toil and Tears and Sweat"

WE live from day to day, almost from hour to hour. As we write, apart from the Orkneys—from which we publish an interesting article this month—certain towns in Scotland, and Clacton-on-Sea, the civil defence services, created and rehearsed at the cost of so much labour during the past months, remain untried. But by the time these words are read they, and the whole local government machine in whose charge they have been placed, may be experiencing that grievous ordeal of "blood and toil and tears and sweat" of which the Prime Minister warned the nation in his stirring call on May 13.

Hard days lie ahead—days and nights that will call for all the courage, selfless devotion, initiative, skill in organisation and improvisation, and ability to work long hours with unflagging energy, which we can muster. For many they are likely to demand less spectacular qualities—patience, coolness, the ability to carry on with seemingly trivial routine while the world around crashes in ruins. These will have, psychologically, the harder part. Deprived of the stimulus of action which inspires the soldier to feats of heroism and endurance, they will be required to work in constant conflict between impulse and duty—the impulse to be up and doing, the duty to concentrate on the job at hand, however tedious.

Do not let us forget that, above and beyond its immediate responsibility for civil defence, local government is to-day the keystone of our civilisation. Whatever trials the war may bring, through whatever difficulties and dislocations may be imposed, it must maintain the smooth operation of its great machine of health, security, and social confidence. Were that to break down, the achievements of our soldiers, sailors, and airmen would be in vain.

Realising the extent of the burden that may fall on officers, we fully share the confidence of the late Minister of Health that "Britain can place full reliance on their unsparing devotion" whatever lies ahead. It is up to you!

Reserved Age Increased

AS most members will now know, the Government is proposing, on August 1, to increase from 25 to 30 the age at which the majority of local government officers are reserved from calling-up for military service. A few "key men," including clerks to local authorities, chief financial officers (and deputies to either if appointed before May 1, 1940), chief rating or valuation officers, senior poor law officers, chief education officers, sanitary inspectors and, in Scotland, assessors under the Lands Valuation (Scotland) Acts, public assistance officers (with their deputies and assistants), and governors of poorhouses, will continue to be reserved at 25. These are, of course, additional to the specified classes of officers—such as qualified accountants—already reserved at a lower age.

It is interesting to note that, in response to NALGO representations, the Ministry of Labour has agreed to tighten up its previous loose definition of "local authority staff," substituting "local authorities whole-time officers within the meaning of the Local Government Superannuation Act, 1937, and the Local Government Superannuation Act (Scotland) 1937, except that local authority does not include a parish council in England and Wales or a district council in Scotland." This should avoid most of the anomalies and variations of interpretation to which the previous definition gave rise.

War Pay Campaign

HOW far the raising of the age—which will mean the conscription of between one-third and one-quarter of all male officers—is likely to affect the efficiency of the civil defence organisation, built up on the asumption that men over 25 would be free for home duties, experience alone can show. The interference may be serious; but it is for the Government to decide between the conflicting calls of the Forces and of the civil population. That it will cause much individual hardship is certain. Yet we cannot think that any officer, after the events of the past weeks, will challenge its necessity or justice. As a correspondent points out this month, important as their jobs undoubtedly are to-day, no local government officer—and nobody else, for that matter—is indispensable. The machine will carry on. It is a severe hardship to have a career interrupted, possibly at its most critical stage—but that is a hardship all men of military age must cheerfully face to-day; and if they fail, there will be no careers for any of us. Our task as an Association is to do all we can for the men who fight, and in particular to exert all our pressure on those authorities which have refused to make up war service pay, or who are rescinding their previous decisions. Many of the men now liable for service will be married, and upon them and their families will fall the greater burden. Hard as the campaign will be, we must not fail them.

Harry Allen

MEMBERS everywhere—and especially those who have been privileged to attend a NALGO Conference during recent years—will join in congratulating Mr. H. Allen, chairman of the service conditions committee of the National Executive Council, on his appointment to the chairmanship of the National Whitley Council for the second year in succession.

Harry Allen is probably the livest wire NALGO possesses to-day, and there can be little doubt that the great strides made recently in the extension of Whitleyism, the national salaries campaign, and the vigorous attack on all service conditions problems, are due in large measure to the energy, drive, and negotiating skill he brings to everything he tackles. So long as it is led by men of his calibre, NALGO can never go back. We can safely predict still greater success for Whitleyism under his guidance as chairman of the National Joint Council.

Harvest for the B. & O. Fund

FEW people, one fancies, will be able to take a conventional holiday—if they can get one at all—this year without some twinges of conscience. Why not, then, combine the change, exercise, and fresh air we normally seek on holiday with a positive contribution to the war effort, by joining one of the "voluntary land clubs" suggested to the Delegate Meeting by Mr. W. A. N. Baker? If county and rural branches would form such clubs and, if possible, arrange suitable accommodation, we feel sure that many urban officers would gladly spend their holidays in the harvest field or orchard. There is the added attraction that the Benevolent and Orphan Fund might benefit from the pooled "wages" of the voluntary workers.

If any branches in rural areas will undertake to prepare schemes, we shall be happy to make them known to members seeking a healthy and patriotic holiday.

Incidentally, Headquarters has just produced an attractive little booklet about the work of the B. & O. Fund, illustrated by our favourite NALGO artist, J. Carver of Walsall (and now of the R.A.F.). Supplies are limited, so branches wishing to rope in more members should lose no time in getting copies.

BRANCH MAGAZINE CONTEST

The Prizewinners

THE result of the first contest for NALGO branch magazines, restricted to journals published before December 1, 1937, was announced at the Delegate Meeting as follows:

PRINTED MAGAZINES	Points (out of 200)
1. The Guild Journal, Manchester	167
2. Camera Principis, Coventry	149
3. Kent County Chronicle, Kent C.C.	148
4. Guildhall Gazette, Middlesex C.C.	141
5. The Civist, Glasgow	139
6. The Thanet Officer, Isle of Thanet	106
7. The Journal, South Shields	97
8. Quarterly Review, Bradford	83

DUPLICATED MAGAZINES	
1. The Guilder, Guildford	151
2. Pay Day, Hackney	150
3. Calling Croydon, Croydon	135
4. At Your Service, Devon C.C.	110

The magazines were judged by three assessors—Mr. T. J. Metcalfe, secretary of the Brighton branch, Mr. J. C. Tarr, typographical adviser to the Monotype Corporation, and Mr. J. H. Warren, vice-chairman of the public relations committee of the N.E.C. Points were awarded for such qualities as value as a branch stimulant, literary content and general tone, independence of view, originality, personality, general appearance, and technical aspects—typography, layout, make-up, illustration, and modernity.

Space, unfortunately, does not permit publication of the interesting and helpful reports of the judges, but copies of these will be supplied shortly to all branch magazine editors. Certificates for presentation to the winning branches—the first three in each section—are now being prepared.

A NALGO D.S.O.

WE are proud to announce this month the first recorded service award to a local government officer since the war began. Early last month the King presented the D.S.O. to Lt.-Cmdr. R. B. Edwards, R.N., "for courage and skill in securing and stripping live enemy mines without regard for his own safety." Lt.-Cmdr. Edwards entered local government service in 1935 as baths superintendent at Cheltenham. In 1937, after a few months at Maidenhead, he took a similar position at Crewe, where he joined the local branch of NALGO. Since the outbreak of war he has been engaged on the dangerous job of dismantling mines washed up on the coast.

Doubtless other members of NALGO have received awards, and we shall be glad if they, or their branch secretaries, will notify us.

Week-end School Publicity

THE Week-end School has long presented a most valuable but neglected medium for that wider publicity for the ideals and achievements of local government we seek, through our public relations campaign, to secure. The addresses there given, and the discussions upon them, are frequently of great public interest, yet remain unheard because nothing is done to broadcast them.

Many months ago, organisers of week-end schools and public relations correspondents were urged to abandon this isolationist policy and invite the Press to their meetings, or at least supply newspapers with advance copies of the addresses.

At last one has taken the hint. When the North-Western district organised a week-end school at Whalley Abbey some weeks ago, Mr. A. Shaw, the Blackburn public relations correspondent, arranged for reporters from three leading local papers to attend. The result was surprising, in these days of news congestion; not only those papers, but at least fifty more scattered all over the country, and including some of the London dailies, carried reports of the school. While shortage of space unhappily prevents us from following their example, we mention this achievement in the hope that others will follow Mr. Shaw's example.

Our Own Ambulance?

SO far, we have had two responses to the suggestion made by Mr. W. H. Batchelor, secretary of Worcester branch, last month, that the Association should organise a NALGO Ambulance Fund. The Richmond and Worksop branches are willing to support the scheme. Obviously, three branches cannot do it on their own. If others will join in and let us know, we shall be delighted to help carry the scheme to success. As Mr. Batchelor said, "Branches, it is up to you!"

PRESIDENT'S CALL TO MEMBERS

"On Our Shoulders Lies Responsibility for the Future of Local Government"

Below we print the stirring address prepared by the President, Lt.-Col. E. J. Stead, for the Delegate Meeting, and read in his absence by the chairman, Mr. J. L. Holland.

TWELVE months ago we were in Torquay, and we felt that a serious calamity had befallen the Conference because the microphone did not function properly. What an insignificant thing that was compared with the calamity which hangs over us to-day. The British Empire is fighting for its existence, and there hangs in the balance everything that we, as Britons, hold dear, our personal standards, our careers, our everything, including that great heritage of ours, local self government.

When I accepted the office of President of this great Association, I thought I should have a normal year of office, with its round of branch meetings, social gatherings, and happy contacts, but we have had to put those on one side for matters of the utmost urgency—the defence of our home front. The magnitude of the task which we have had to undertake before and since last September cannot be appreciated by anyone who has not been actually engaged in local government.

A National Asset

Whilst there is a certain amount of disappointment in being denied some of the privileges of being your President under present conditions, yet I feel that the honour of my position has been magnified tremendously by the task which our members have undertaken and carried through so thoroughly during the past year. I am proud to be the representative head of this great Service.

Neither the Government nor the country, in my opinion, adequately appreciates what a great national asset this country has in its local government Service.

From the day war was declared we had to adjust the methods and the policy of our Association to new circumstances. No one knew what was in front of us, what might happen from day to day. Legislation was being rushed through at a speed unprecedented, and a spate of Orders and Regulations affecting our personal interests and official positions almost overwhelmed us. The ordinary procedure of committee work would have been too slow. This was undoubtedly the task of an emergency committee. For the first three months, the whole of the work of the Association was carried on the shoulders of this small committee, which met frequently under the splendid guidance of the chairman of the Council. Most of the members of that emergency committee had to carry heavy burdens under their own municipalities as well, and we must pay tribute to them for what they did for NALGO in those strenuous days. At the moment there is breathing space and we can take a glance at the position.

Spate of Legislation

You have before you a somewhat curtailed annual report—curtailed only to save paper and expense in printing. In its briefer form it displays all the more forcibly what a heavy task has been carried out by your Council during the past year.

Various enactments have come into being which touch our interests—more particularly, the Military Training Act, 1939; the Reserve and Auxiliary Forces Act, 1939; the Local Government Staffs (War Service) Act, 1939; the National Service (Armed Forces) Act, 1939; the Local Elections and Register of Electors (Temporary Provisions) Act, 1939; and the Old Age and Widows' Pensions Act, 1940.

All these measures affected our members very seriously indeed. They meant numerous conferences at the various Ministries. I think we can claim that every safeguard possible has been obtained in the Acts themselves. Branches have had these Acts explained to them in circular letters and through the official journal, and no one can say that the Association has not been fully alive to its responsibilities in this particular field of activity.

What the local authorities have done is another matter. We are ashamed of some, especially those which have refused to respond to the appeal of the Minister of Health that they should follow the example of the Government and supplement the meagre service pay of members of their staffs who are fighting to defend all that democratic local government stands for. Happily, those which have done nothing for their staffs are a small minority—only 86 out of 987. But they include Glamorgan county council, the county boroughs of Bolton, Burnley, and Merthyr Tydfil, 19 boroughs, 45 urban district councils, 15 rural district councils, and, in Scotland, the burghs of Dunfermline, Lochgelly, and Port Glasgow. Can one wonder if the men who have gone from these authorities to fight are disheartened and, perhaps, a little bitter, when they find not only other local government officers but civil servants, railway workers, and thousands of the employees of private firms having their service pay made up to civil level, and when they know that even German local government officers are receiving better treatment than they are?

Growth of Whitleyism

One of the outstanding achievements during my year of office has been the completion of the Whitley Council system. The whole country is now covered by provincial councils, and although we are by no means satisfied with the number of authorities participating in this work, we are very hopeful.

In Whitleyism we see the key to most of those big and difficult problems the war has brought and is bringing. Already we have had evidence of its value in the cost-of-living bonus award, to-day adopted, in the form agreed by the National Whitley Council, by more than 100 local authorities.

Some of you, I know, feel that the rate of bonus recommended is inadequate, especially to the lower-paid ranks of the Service. It is far from being all that the National Executive Council desired. But before criticising you must consider the difficulties of our position. We have been faced throughout with Government determination, shown in the refusal of a bonus to the civil service, to discourage all wage increases likely to promote inflation. With that object we are bound to agree, since no class would suffer more from inflation than the local government officer, and especially the superannuated officer. The award was a compromise, designed to alleviate the worst hardships of the rise in the cost of living and, whether we are satisfied with it or not, we must recognise that it is the first and, so far, the only award of any kind to be granted to public servants. It is neither fixed nor final. If we find that it is inadequate, or that the Government fails to keep its pledge to limit the rise in prices, we can, and shall, seek a revision.

I have had the honour of heading two deputations, primarily to further Whitleyism, but, incidentally, to draw the attention of the Government and the local authorities' associations to the need for an awakening in official quarters of greater confidence in our respective policies, for more thought and attention to be given to the position of our members in relation to their jobs, and to persuade the local authorities' associations to face their responsibilities as employers' organizations and to play their part manfully. I am hopeful that what we have done in this direction will open up a new era, when we shall see a pooling of responsibility between the Government, the local authorities' associations and ourselves in order that we may be better able to face the dangers and the difficulties of the future.

Association's Progress

On the domestic side we still register progress. We have to report the usual increase in membership of the parent Association and of every ancillary activity.

The administration of this great machine of ours has not been made any easier by the evacuation of the staff to Croyde. We have explained why we did that, and we are satisfied that we were right at the time. That action alone caused serious dislocation, which was further complicated by the calling up of a comparatively high proportion of our young men—a really fine body of young men. Other changes have taken place by marriages and resignations. There have been many difficulties to overcome in obtaining temporary staff, the net result being that over 40 per cent of the staff have been affected by changes of one kind or another. Added to all this, the insurance section felt the full impact of the hard winter, the influenza and measles epidemics, and the new legislation. Never has that section experienced such a phenomenal rush of claims.

The staff have played their part magnificently under trying conditions, and I am sure that you appreciate it as much as does the National Executive Council.

We felt it to be the right thing to ask the Association not to hold its ordinary conference this year, and to retain the present office bearers and members of the Council for the time being. Those decisions were common sense and have been endorsed by the majority of our members, especially those who are having to face great difficulties in their own districts. The few isolated voices of criticism only go to confirm that what we did was right.

Problems of the Future

What of the future? The last war was a turning point in the history of this Association. It made the organization of local government officers on trade union lines an absolute necessity. Our records since 1918, when the Association was reconstituted to meet what was then termed "the new future," show a record of unretarded progress as well as an ever-increasing volume of influence, until to-day we stand as the one representative voice of the whole of the professional, technical, administrative, and clerical staffs of local government. If that means anything, it means that on our shoulders lies the sole responsibility for what will happen to local government as a result of the present catastrophic upheaval.

The last war made great changes in our lives and in our institutions. This one will make even greater changes because it is a war of fundamentals. A new world is being forged—something different, probably a new range of values. Whatever form it eventually assumes, that which we call public administration will be greater in volume, more vital to our existence in the future than it has ever been in the past, and underneath the debris of the old world—right down at the bottom of the pit—will lie dead and discredited the man who has shouted, "We cannot afford public administration," that ignoble representative of personal interests at the expense of community welfare.

This war has put upon our Association a great responsibility and we must face it. We can do that only if we have confidence in ourselves and by adopting a policy wider and

(Continued at foot of next page)

Little Man—What Now?

Conference Commentary

By "JACKASS"

THE English are a great nation ! Not for them the mass hysteria which nerves peoples to great but momentary valour and as swiftly dies, leaving only the pricked bubble of deflated heroics. Not theirs the ability to concentrate with single-minded fervour on a great objective, forgetting and forgoing all else. Theirs rather is that extra confidence which, being assured of ultimate success, convinces them that they need not meanwhile entirely ignore the less important business of living. Though, not so far away, across the narrow ditch which has ever been our impenetrable Maginot Line, huge armies rushed together and the skies were flecked with petrol-driven death, the English entered up their ledgers, made appointments with their dentists, bought their Whitsuntide flannels, and —the hall mark of the true democracy—met together to pass resolutions. There is sense in this seeming madness, for great events at a distance do not lessen the importance of more domestic problems. After all, an earthquake in China is no reason for neglecting a pimple on one's nose.

All this—or words to the same effect—I muttered into the Clerk's ear as we lay concealed in a ditch on the outskirts of Much Cowslip while over-officious minions ran hither and thither seeking us so that we could be informed (as in fact we already knew) that Whitsun holidays were cancelled and that a man called Hitler was creating trouble somewhere, which, by some stretch of imagination, was considered sufficient cause to recall us to our customary desks. Twice, by adroit withdrawals from untenable positions, we avoided detection, but it eventually became apparent that we could never reach our objective, the railway station, without being seen. Accordingly, we fled eastward and, crossing the canal in a rubber boat which the Clerk had thoughtfully brought with him, hurried to Buttercup Magna airport. By virtue of his appointment as Deputy Divisional Sub-Acting Regional Controller for the area (unpaid) the Clerk was able to charter a military aircraft which whisked us to Westminster. As the Clerk said, it was not that he wished to shirk his Civil Defence responsibilities, but he thought it essential that the staff should learn to carry on without him. Otherwise, what would happen if he were ever confined to bed for a day or two with those unpatriotic measles which had been so prevalent ?

Our descent by parachute on to Westminster Bridge was watched with solemn interest by a large crowd and an even larger policeman, who seemed to doubt whether it was in accordance with the by-laws. Half in jest, he asked us whether we were in the Fifth Column, to which I replied that we weren't even in the Stop Press. This merry quip put him in good humour, and he concluded by our rustic accents that we were Dutch refugees. The Clerk often has an aroma of Hollands about him.

Thus it was that Saturday morning found us in our places. Although the conference was held in unusual circumstances, it was well attended, and this ensured the rejection of the N.E.C.'s advice to adjourn to a more convenient date. Like most other delegates, we had made arrangements to spend the night in London and, having made our dates, had no intention of changing them. Besides, to return the same day might have led someone to suggest a refund of part of the expenses allowed us, which would have been impossible because we had already met our most pressing financial obligations—paid overdue bills—with some of the money.

Let me say at once that this Conference was not half so entertaining as last year's. Speeches being limited to three minutes, delegates often spoke concisely, sometimes audibly, and occasionally sensibly. There was none of that ebullience and vigour which reduced the Torquay gathering to two days of fun and games. Instead of a Conference, this was just an ordinary meeting.

The depleted platform group was another disappointment to us both. Where we had expected glittering uniforms, from a confused impression that under war conditions Town Clerks would rank as Field Marshals and Water Engineers as Rear Admirals, we found not even a pair of Boy Scout's pants among them. Nor, to my surprise, did any delegate wear his tin hat and gas mask while addressing the assembly, though several sounded as though they were doing so.

None the less, there were flashes of that unconscious humour which characterises all good local government officers, who cannot be consciously humorous except in the style of one Welsh delegate who produced a mixed metaphor so laboriously constructed and so deliberately delivered that it had all the spontaneity and wit of a well-assembled machine. Top of the bill, perhaps was our Mr. (" Have you no humour, Carstairs ? ") Brodie, of Glasgow, with his earnest request on one occasion to be told " Wha' on airth oor frriend is talking aboot " and his later indignant remark that the Conference was full of " Yes-men," whereas his real difficulty was that, so far as he was concerned they were mostly " No-men."

The three-minute time-limit on speeches was imposed largely as a result of an effort by a Malden and Coombe delegate to repeat a speech he made last year, after assuring the acting President, with obvious sincerity, that he was doing nothing of the kind. Eventually, he asked the meeting whether it wanted to hear him, and received a decided but unflattering reply. Evidently he forgot the golden rule of public speaking—when in doubt, sit down. A later speaker from Abertillery was checked in full oratorical spate by the expiry of his time, and, with all the sorrowful indignation of a Scotsman who has miscalculated a phone call, complained that it was " a very short three minutes." It may have been so to him, but to some of his audience three minutes seemed an astonishingly long time.

There was a long and interesting debate on the cost of living, enlivened by a Manchester delegate's revelation that to make effective a recent theoretical fall of one point in the index figure he would have to eat 4,000 eggs. On receipt of the news in his home town—I beg his pardon, city—rioting broke out among the poultry houses of Audenshaw and the Buff Orpington Egg Raid Precautions Department ordered the immediate evacuation of all expectant hens. Seriously, what most delegates seemed to forget about living is that even if it is costly it is worth it, and that if it should become too costly they can always solve their difficulties by dying in a dignified silence rather than complaining in this querulous fashion.

Only once was my democratic soul really shaken to its foundation (if souls have foundations), by the revelation that, under a recent statute, the National Council can, if they choose, continue in office without re-election or permission by a Conference. In other words, the hard fact was that, being unassailable, the Council could if they chose ignore anything the meeting might say or do, and we were making futile speeches, supporting futile objections to decisions of the N.E.C. which might prove equally futile in these uncertain days. All rather futile, don't you think ? Or do you ? I was surprised that Mr. Dingle Foot, that tireless defender of a non-existent citadel, bore this instance of the undermining of our free and democratic institutions with apparent stoicism. Still, on the principle that one should not hesitate to brain a burglar with his own jemmy, I suppose there may be some logic in establishing temporary dictatorships to aid the defence of democracy.

At the kind invitation of the Editor of LOCAL GOVERNMENT SERVICE, the Clerk and I lunched regally with him, the General Secretary, and other prominent members of Headquarters staff. They eat ordinary food in the ordinary way and, more astonishing still, they smoke cigarettes instead of cigars. Whether this frugality was assumed to mislead us, on the principle which sensible rate collectors adopt when they wear threadbare jackets to interview important ratepayers, we could not afterwards decide.

Back in the conference hall, we seated ourselves on our exceptionally unyielding chairs prepared for a long session, but what Mr. Brodie would have called the yes-man complex had spread to the platform, whose readiness to accept a string of motions brought the Conference to an unexpectedly early close. Possibly the Council suddenly realised that they need not contest anything, since whether they do anything or not is entirely in their hands, and all they have to fear is ineffective criticism.

To the Clerk goes the credit for a brief but devastating summary of the day. He looked at the placards " Great Battle Raging," he looked at the balloon barrage, at the noble towers of the Houses of Parliament and the centuries-mellowed beauty of the Abbey. Finally he spoke.

" So what ? " he asked.

PRESIDENT'S ADDRESS

(Continued from preceding page)

deeper than the small issues which represent personal gain. Such gains, to be valuable and true, must be a consequence of, or a sequence to, a better local government Service.

I urge you all to go back to your branches, convey to your colleagues our message, and do your best to inspire them with confidence and determination.

May I thank all my colleagues on the National Executive Council, particularly the honorary officers and chairmen of the various committees, for all they have done to help me through this year. As long as you will allow me to do so, I shall continue to do my best to live up to the traditions of a President of the National Association of Local Government Officers.

And may we find a just and lasting peace before we meet again.

DELEGATE MEETING 1940

NEVER can a NALGO conference have been held in an atmosphere so unreal and so little conducive to thought upon the problems facing the Association as was the delegate meeting of 1940. Indeed, at the last moment there was doubt whether it would be held at all. While the first delegates were leaving their homes for London came the news that the war, so long relatively quiescent, had blazed into full fury with the German invasion of Holland, Belgium, and Luxembourg. When the N.E.C. met on the afternoon preceding its assembly, evening papers were announcing the fall of the first bombs on English soil, the impact of the long-awaited Blitzkrieg across the narrow waters of the Channel, the cancellation of the Whitsun holiday at home, and, of more immediate concern to most, a general "alerte" in all A.R.P. and civil defence services.

The president, LT.-COL. E. J. STEAD, the junior vice-president, Mr. C. A. W. ROBERTS, and several leading members of the Council, were recalled at once to their posts, while from towns all over the country came telephone messages announcing that delegates could now no longer hope to get away. In these circumstances, and ignorant of what further emergency the coming hours might bring, the Council decided that, while it was now too late to cancel the meeting, those delegates who assembled should be asked whether they wished to adjourn to a more convenient occasion.

Next morning, however, a slightly calmer atmosphere prevailed. There had been no critical change in the home situation, and of the 250 delegates expected, 192 were present. When the question was put, a roar of "carry on" gave decisive answer.

Mr. J. L. HOLLAND, president for 1938-39, took the chair in the absence of Colonel Stead. After reading the message from Mr. Walter Elliot which is printed on another page, he undertook, in the name of the Association, to reply to it with an expression of confidence and courage, and a pledge of the unsparing efforts of all local government officers in whatever tasks might lie before them. So swiftly had events moved that, when his words were read, Mr. Elliot was no longer Minister of Health. Mr. Churchill, the new Prime Minister, appointed only the previous afternoon, was at that moment seeking his successor.

£15,196 for B. & O. FUND
South Western leads the Districts

After the minutes of the 1939 conference had been approved, Mr. E. A. S. YOUNG announced the Benevolent and Orphan Fund collections in the districts:

District.	Membership.	Contributions.	Amount per head.
		£	s. d.
South Western	5,821	1,047	3 7
South Wales ..	5,637	839	3 0
North Western	23,569	3,350	2 10
West Midlands	7,400	1,041	2 10
North Eastern ..	6,359	848	2 8
South Eastern ..	5,955	793	2 8
Metropolitan ..	19,742	2,562	2 7
Yorkshire ..	12,779	1,609	2 6
Eastern ..	6,387	736	2 4
Scottish ..	7,532	882	2 4
Southern ..	5,329	621	2 4
East Midlands ..	7,705	867	2 3
Total ..	114,215	£15,196	2 8

The Sir Homewood Crawford Shield, therefore, went to the South-Western district, the Viscount Wakefield Shield to the South Wales district, and the Bridlington Cup to the North-Western district.

The total of £15,196, Mr. Young pointed out, compared very unfavourably with last year's figure of £22,247. During the past six months many factors had delayed and hampered good collections; the figures might still be improved.

The silence in which delegates heard these figures, normally the occasion for much friendly cheering of the successful districts, and the speed with which they passed to the next business without a single question or appeal for greater support of the fund, vividly indicated their consciousness of the length of the agenda before them and the need for haste if it were to be got through in time. This was exemplified again at a later stage when, after they had stamped into silence the first delegate to attempt a speech on the relatively expansive lines of previous years, the floor proposed and vociferously adopted a motion limiting speeches to three minutes.

A SUCCESSFUL YEAR
Accumulated Funds now £5,710,000

The financial statement, read by Mr. T. FREEMAN, chairman of the finance committee of the Council, in the absence of the honorary treasurer—another of those recalled to more compelling duty—was heard in similar silence and impatience to get on. Mr. Freeman, sensing the atmosphere, confined himself to the briefest review of the Association's position. While membership had increased by 7,700, subscription income had advanced by only £1,528 to £86,169—due to the admission of large numbers of new members, mainly from the nursing profession, at the lower rates of subscription. On the other side of the account, expenditure was normal with the exception of parliamentary and legal expenses. These were up from £2,690 to £7,652—due solely to the expenditure of nearly £5,000 in defending two members charged with conspiracy in the maladministration of a gas undertaking. This had reduced the surplus on the general fund from £6,314 in 1939 to £2,870.

Both Croyde and Cayton holiday centres had shown deficits, the former of £100 and the latter of £976, while Cefn y Mynach private hotel had a deficit of £276. The general fund showed an aggregate surplus for the year of £5,086, and the general reserve fund now stood at £74,555.

Benevolent and Orphan Fund grants had increased from £21,942 to £23,923, and subscription income had fallen, resulting in a deficit for the year of £3,190 and a shrinkage in the accumulated funds from £54,999 to £51,808.

While the Provident Society showed increases in the surplus on every section, the surplus on the management fund had declined from £2,134 to £1,213—a result of the increase in the rate of interest on members' "rest" and deposit accounts.

For Logomia also, 1939 had been a most successful year. The Life Fund had increased by £69,019 to £391,636, there was a surplus of £4,697 on the profit and loss account, and the total assets had increased by £72,440 to £751,205.

In the Building Society, shareholders and depositors held £4,450,387, the value of mortgages on property totalled £4,286,812, the net profit for the year was £2,888, and the accumulated profit on the revenue account totalled £43,584.

Accumulated funds of the Association and its members, Mr. Freeman concluded, now totalled £5,709,914. The year had been successful in every way, having regard to the restrictions on activities since September.

Delegates approved the statement unanimously and without question, passing at once to consideration of the annual report. That they were in a grimly practical mood and impatient of academic discussion was speedily demonstrated. Mr. R. O. WILLIAMS, Malden and Coombe, objected strongly to the Council's interim report on his branch's motion at Torquay, demanding action to secure the inclusion of local government officers as a special branch of the civil service. This, after long and interesting debate, had been referred to the N.E.C. which, after pointing out that the proposal was at present impracticable—it would be resisted by the Government and the local authorities' associations, both of which were at present opposed to interference with the autonomy of local authorities—suggested that Whitleyism was still the best means for attaining the national standards and service conditions sought by the Association and by Malden and Coombe. At the same time, the Council recognised that the war might bring profound changes in the structure of local government, and promised to continue to give the proposal its close attention.

This was not enough for Mr. Williams, who contended that the delegate meeting should have been allowed to vote on the plan. The Council had found little in it to condemn. The report admitted that it was designed to solve all service conditions problems, including national salaries scales, at one stroke. In going on to point out that this could not be done without the rearrangement of administrative areas, and the creation of larger units, the Council, he felt, was putting the cart before the horse; the civil service had secured satisfactory conditions of service without consideration of administrative units. Mr. Williams was expanding his argument when an increasing volume of conversation from impatient delegates drowned his words, and eventually forced him to appeal to the chair. The Chairman suggested that delegates were unwilling to listen, and when Mr. Williams challenged them with a shout of, "Do you want to hear me?" a great roar of "No!" sent him disheartened to his seat.

PREMIUM PUPILSHIPS
Abolition Move Revived

Next, Mr. J. H. CLARK, N.E.C., speaking from the floor, moved reference back of the Council's report on Wakefield branch's demand at Torquay for "all possible action to abolish premium pupilships." The Council had declined to go further than reiterate its acceptance of paragraph 95 of the Hadow Committee's report, recommending abolition of premiums and selection of pupils solely by merit and with the approval of the local authority. It proposed, however, to consult the Standing Joint Committee as to the professions in which articles are necessary or usual, and expressed the view that, in future, pupils should be restricted to those professions, premiums should be paid to the local authority and only by pupils outside the Service, and officers taking pupils should be remunerated by the local authority.

Mr. Clark contended that, in making this report, the Council had not attempted to obey the instructions of the Torquay Conference. It had not even inquired where the practice of premium pupilship existed. Instead, it had pushed the whole question on to the Standing Joint Committee.

Wakefield's motion had not referred to articled pupils. It was not seeking to divide chief officers from the rank and file. What it did attempt to do was to abolish the backstairs practice of people with money getting their sons into the better jobs in the Service at the expense of the rank and file. He wanted every member to have an equal chance to rise to the top.

The Chairman disallowed the reference back, on the ground that, although ample opportunity had been given, neither Wakefield branch nor anyone else had tabled an amendment for the agenda. Mr. E. L. RILEY, N.E.C., then assured the meeting that the Council hated and detested the pupilship system and intended to take every possible step to get rid of it. But delegates must realise that it was not a free agent in dealing

N.E.C. Evacuation and Elections Policy Upheld

with this question; it could not act without the co-operation of the technical and professional societies.

Mr. A. F. HUTT, Manchester, raised the problem of the employment by local authorities of persons in receipt of pensions or superannuation allowances. Reporting on this in response to an instruction from the Torquay Conference, the Council stated that, while up to the outbreak of war the problem was neither widespread nor acute, it had since been aggravated by the re-engagement of many superannuated officers. But wartime employment conditions were not normal, and the position would have to be considered afresh in the light of the changed circumstances.

Mr. Hutt urged the N.E.C. to support branches in tackling the problem and asked for an assurance that it opposed the practice. This assurance was readily given by Mr. H. ALLEN, chairman of the service conditions and organization committee.

WHAT IS AN OFFICER?
N.E.C. Definition Criticised

Criticism of the Council's proposed definition of a local government officer eligible for membership of NALGO was voiced by Mr. C. F. LOLLEY, Bedford County. Responding to an instruction from Torquay, the Council had suggested that, in future, branches should be required to accept into membership all employees defined as officers in the Local Government Superannuation Acts, or excluded from superannuation schemes solely by reason of age, but should not accept persons outside this definition without the approval of the N.E.C.

Mr. Lolley gave examples of some of the difficulties this definition would introduce, and moved its reference back. He was supported by Mr. J. HILL, Leicester, who described use of the Superannuation Acts as a yardstick as a grievous error, and uttered the warning that, were it applied, many newcomers to the Service would turn to other trade unions.

Mr. A. B. DAY, N.E.C., replying, declared that the question had been carefully considered, first by a special sub-committee, then by the service conditions committee, and finally by the whole Council. It was unlikely that branches would forgo their autonomy; therefore any rule adopted must be as simple as possible. There were hundreds of different classifications to consider, but the Superannuation Acts covered the greater proportion of members, and adoption of the Council's definition would largely solve the difficulties. Should branches find that any officers who should be in the Association were excluded by the definition they could submit their cases to the Council. In this way, decisions clarifying doubtful cases would quickly be obtained.

A Scottish Problem

Mr. S. H. BRODIE, Glasgow—whose familiar voice delegates were glad to hear, despite the threat made in a letter in the April Journal that it would not leave the Clyde this year—questioned whether the Council had considered the special difficulties created in Scotland. There, members of NALGO, classified as officers for superannuation, were being regarded as manual workers by the Joint Industrial Council. The definition would need further tightening.

Mr. G. A. STONE, N.E.C., replied that, if the proposed rule were adopted, any employee classified for superannuation would be eligible for NALGO membership, regardless of how his council dealt with him. Even if the N.E.C. took this back, what different decision could they reach? No existing member would be affected, since the definition applied only to new members. Delegates supported the N.E.C. and rejected the amendment.

The grim and businesslike absorption of delegates was lightened for the first time when the Chairman called the next item, a motion by the southern district committee suggesting that "in view of the experience gained since the outbreak of war" retention of Headquarters at Croyde Bay was no longer necessary, and calling for the return to London of as many of the staff as possible.

At first no one appeared to propose the motion. Then, at last, one southern district delegate rose to announce that, in view of the experience of the last 36 hours, neither the proposer nor the seconder was present. Having no instructions to withdraw, he formally moved the resolution. The southern district produced no seconder, but Mr. BRODIE, ever unable to resist an opportunity for a tilt at the N.E.C., came to the rescue. It was the job of the delegate meeting, not of the Council, he said, to decide where the staff should go. The views of the staff themselves should be heard; were they to be consulted, he was certain they would vote for return to London. Evacuation imposed great financial hardship, on the younger officers in particular.

The Chairman pointed out that the Council had an establishment committee which would deal with any cases of hardship, and the motion was lost.

NO COUNCIL ELECTION
"Standing Orders Broken"

The experiences of the past 36 hours had their influence on the next motion also. This, submitted by the north-eastern district, criticised the N.E.C. for "re-electing itself for the duration of the war," demanded reconsideration of the decision, and deprecated the substitution of a one-day delegate meeting for the normal conference. Mr. F. M. DAWSON, Redcar, withdrew the last clause, condemning the cancellation of Conference, but adhered to the first as a matter of principle. In dispensing with the election, he held, the Council had taken advantage of the Societies (Miscellaneous Provisions) Act without consulting Conference, and had broken rules 35 and 74—the former providing that the Council should be elected annually, the latter that the rules might not be altered save by consent of an annual conference after due notice on the agenda.

An amendment by the south eastern district, approving the Council's action, but expressing the hope that elections would be resumed as soon as possible, was, Mr. Dawson contended, merely an attempt to condone the Council's breach of its standing orders. The Council had exceeded its powers and broken the rules by which it was bound. Therefore, its decision had no legal standing, and he called upon it to hold an election at once.

Mr. J. YOUNG, Kent County, moving the South-Eastern amendment, said that his committee felt strongly that the Council had done the right thing. In these times, rules and constitutions could not be carried out to the letter; it would have been folly to swap horses in midstream. There was abundant precedent for the Council's action in the electoral truce and the suspension of local elections. The suggestion behind the motion was that men who were the right leaders twelve months ago, elected by the free vote of the Association, were no good to-day.

The Chairman told Mr. Dawson that the Council had already obtained dispensation against its breach of rules. After reminding the critics that there was a war on, he agreed, on behalf of the Council, to accept the south eastern amendment. Delegates approved.

Mr. BRODIE, however, remained dissatisfied and, in the name of the Scottish district, moved reference back of paragraph 19 of the annual report recording the provisions of the Societies (Miscellaneous Provisions) Act, and the advantage the Council had taken of them in securing authority to dispense with the rules of the Association relating to conferences and to exercise itself the functions normally performed by a conference. This action smelt of dictatorship, Mr. Brodie declared. The N.E.C. should be as far above suspicion as Caesar's wife. Instead, it had offered a direct challenge to the rights of members, who should have been consulted before any decision was reached. LOCAL GOVERNMENT SERVICE had declared that the Council needed the best brains in the Association. To suggest that the present N.E.C. possessed the best brains was . . . . . what must remain for ever unknown, since at that point Mr. Brodie was silenced by application of the three-minute limit on speeches, and his amendment was lost.

MEMBERS IN FORCES
Subscriptions Policy Maintained

There followed a long debate on the subscriptions to be asked from members serving in the Forces. The Council has decided that such subscriptions should be based, in accordance with the rules, upon the amount of remuneration the officer receives from his local authority. If he is having his war service pay supplemented he will pay subscriptions on the amount of the authority's contribution only; if he is not having his war pay supplemented, he will pay no subscription.

A motion in the names of the North Eastern, Southern, Scottish, and East Midland districts, sought to reverse this policy by excusing all serving members from subscriptions. Mr. F. B. SMITH, Durham, moving it, said that his branch had tried to follow the Council's scheme, but had found it impossible to collect the subscriptions. They therefore felt that the only sensible course was to relieve all serving members of their subscriptions—a course that would also avoid the anomalies which the present plan tended to create. Any loss of income, Mr. Smith suggested, would gladly be made up by the men left behind.

Mr. N. DRACUP, Bradford, moving a Yorkshire district amendment on lines similar to the motion, but rather wider in scope, agreed with Mr. Smith that its object was to overcome the difficulties of collecting subscriptions and to avoid anomalies. Members staying at home would regard it as a privilege to pay the subscriptions of their serving colleagues; if necessary, the Association's reserves should be used to meet any deficit in income.

"We Cannot Afford it"

Mr. H. NORTON, Sheffield, opposing both motion and amendment, declared that the Association could not afford it. They did not know how far the age of reservation for local government officers might be raised, nor what would be the loss of revenue to the Association or the effect of the war upon it. The fact that most local authorities were supplementing war service pay was mainly due to NALGO's efforts. Nothing could be fairer than the Council's scheme, under which an officer would pay a subscription based on the amount he was receiving, largely as a result of the work of the Association. We did not know what might happen in the future. Councils might withdraw or whittle down their present schemes—and the Association be called upon to recompense the officers affected. The amendment was defeated.

Mr. J. HILL, Leicester, moved an East Midland amendment which would restrict the excusal of subscriptions to officers whose war pay was not being made up to full civil level. Men getting their pay in full should pay subscriptions, he argued, but not the men getting less than that and whose income had been seriously curtailed. Some were getting as little as 1s. 6d. a week from their authorities, upon which they had to pay 5d. a month to the

Bonus Award "a Triumph for Whitleyism"

Association. The loss of income to NALGO could largely be made up by the admission of temporary members, and of the net loss he thought branches would willingly bear one-third.

The danger of admitting temporary officers to membership of the Association was emphasised by another speaker, and a Scottish delegate intervened to ask what action had been taken by the Council to limit expenditure.

Mr. J. L. ROBSON, Birkenhead, opposing the East Midland amendment, pointed out that the Association had committed itself to looking after the interests of its serving members. That might involve heavy expense. If their subscriptions, already reduced, were to be remitted altogether, the loss in income would be substantial—possibly between £20,000 and £25,000 a year—and the whole financial basis of the Association would be destroyed. Further, the present difficulty in getting subscriptions from members still at home would be increased.

Soldiers "Prefer to Pay"

Mr. H. S. BAILEY, Manchester, referred to the excellent work of the Comforts Fund his branch was running on behalf of its members with the Forces, and declared that they would prefer to pay their subscriptions and feel that they were being looked after.

Mr. E. M. HUTCHINSON, Surrey C.C., reinforced this view, telling of members of his own branch in the Forces who had asked him to inform the meeting that they wanted to pay their subscriptions.

Mr. BRODIE, supporting the amendment, mentioned the case of a private soldier getting 3d. a month from his local authority. Under the N.E.C. rule, he would have to pay a subscription of 5d. a month, whereas another man, a commissioned officer with a higher income to-day than in peace time, would pay nothing.

Mr. T. FREEMAN, N.E.C., replying to the debate, informed the Scottish questioner that drastic economies were being exercised by the Association—to the embarrassment of some members of the Council. He thought the difficulty of collecting subscriptions from serving officers had been exaggerated. The real question was whether the Association could afford it—especially after the reserved age had been raised to 30, as it soon would be. He hoped the motion and all the amendments would be rejected.

The East Midland amendment was lost, and delegates went on to consider the last, by the West Midland district, which would excuse payment of subscriptions to members receiving less than £26 a year from their authorities. Mr. H. R. JONES, Wolverhampton, moving this, agreed that any man getting a reasonable amount from his local authority should be required to pay his subscription. His district wished to help the man receiving very little from his authority. Delegates, however, rejected this plan too, and the original motion was withdrawn. A Yorkshire district motion, which would have left serving members free to pay subscriptions or not, as they wished, was likewise withdrawn, and the position was thus left unchanged.

EXTENDING WHITLEYISM
Bid for Government Support

Introducing the section of the report dealing with service conditions and organisation, MR. H. ALLEN stressed the importance of the deputation to the Minister of Health and the Secretary for Scotland—reported in the March Journal—to urge Government support for the extension of Whitleyism. This was the biggest thing NALGO had done for a long time. Faced by the blank refusal of the two leading associations of local authorities to enter joint discussions with them, they had put all their problems before the Minister of Health and told him that they expected his support in inducing the County Councils Association and the Association of Municipal Corporations to adopt a more co-operative attitude. They were grateful to Mr. Elliot for using his influence to bring about the meeting between NALGO and the associations which had followed this deputation. They hoped to meet the Minister and the Secretary for Scotland again. In the meantime, both had agreed to consider the material NALGO had put before them, while the Secretary for Scotland had promised to do all in his power to induce the Scottish county councils to take a more active interest in the work of the Whitley councils.

Explaining the Association's policy on the cost-of-living bonus, MR. ALLEN said that they were determined to avoid the mistakes of the last war. Within a month of the outbreak of war, a committee of the National Joint Council had, on NALGO's prompting, urged all the provincial councils to agree to the principle of a national formula. They did agree, and the formula was drawn up. To-day, a large percentage of the Association's members were enjoying a bonus based on it.

The formula was not what the Council had wanted—it had put forward a request parallel to the 102 Award of the last war. But, largely owing to the attitude of the Prime Minister and the Chancellor of the Exchequer, the National Joint Council refused to agree to any bonus linked with the cost-of-living index. The award obtained was the utmost to which it would go.

Nevertheless, the door had been left open for further negotiations. If the Government succeeded in pegging the cost of living, they did not want to ask for more—but if the Government failed in that, they were determined that salaries should be allied to the rise in prices.

The main difficulty hitherto in securing a bonus had been the fact that it had been refused to the civil service. That very day the civil service had secured a bonus—and the Council was now proposing to consult with the civil servants and the teachers with a view to joint action in the future.

The annual report recommended the National Whitley Council award to branches, urging them to submit it to their authorities so that uniformity might be achieved throughout the country. Scotland, apparently wanting a little extra something, had tabled an amendment calling on branches "to realise that 'adequacy' is more important than 'uniformity' and to demand wherever possible an increase at least equal to the official increase in the cost of living."

HEALTH MINISTER'S MESSAGE
"Britain can Rely on Your Unsparing Devotion"

FOLLOWING is the text of the message sent to the Delegate Meeting by Mr. Walter Elliot, then Minister of Health:

"On the occasion of this year's delegate meeting it gives me much pleasure to send to the National Association of Local Government Officers, and through the Association to all Local Government officials, a message of greeting and good will. In the long and honourable story of British local government, there has never been a time when our local authoities have had sterner responsibilities to bear, and His Majesty's Government are well aware of the burden of work and of anxiety which those responsibilities involve for all ranks of officials. The war has accentuated the difficulties which normally beset those charged with the maintenance of health and other essential services, and to these have been added new and heavy responsibilities in connection with the organisation of Civil Defence and evacuation. The achievements of the staffs of local authorities in all these spheres and the unstinted effort which has made them possible are fully appreciated by His Majesty's Government, but especially come home to me as Minister of Health.

"It is impossible to foretell what further calls may be made on local government officials as the war takes its course towards the only end which we can contemplate, the Allies' final victory. But what can be foretold is that Britain can place full reliance on their unsparing devotion, and it is in that confidence that I send this message."

In reply to this message, the General Secretary wrote, on the instructions of the meeting:

"I am directed by the National Executive Council of my Association to convey to you their cordial thanks for your message sent to our Delegate Meeting, which proved a source of encouragement and stimulus. I was directed to assure you that local government officers would continue with courage and confidence the unsparing efforts they are making to-day in the national cause, and which they will continue to make in whatever tasks may lie before them.

SCOTLAND'S PROBLEM
"Half a Loaf—or no Bread"

Mr. BRODIE, moving this, took the view that the Council's action while appreciated, had not gone far enough. To-day, the cost of living was 14.8 per cent above the pre-war level. Could they complacently accept the award in face of that? A bonus should have some relation to the rise in prices. The Whitley Council had not worked to the advantage of NALGO members in Scotland on this occasion, and not a single officer there was getting anything. Conditions in many parts of Scotland were shocking, and he hoped the N.E.C. would take note of its grievances.

Mr. J. SHORT, Gateshead, supported, to protect the interests of his own branch. They had secured a local bonus of 3¼ per cent for each five points rise in the cost of living index, and to-day were enjoying a bonus of 16¾ per cent—including the men on war service.

Mr. DRACUP, Bradford, opposing, held that the N.E.C. had done a good job of work. The award was a triumph for Whitleyism, and he suggested that they should await the result of the new cost-of-living inquiry before going further.

Mr. L. H. TAYLOR, N.E.C., agreed in describing the award as a triumph—the first national award ever achieved by local government officers. He suggested to Mr. Brodie that half a loaf was better than no bread; but the staff side of the Scottish Whitley Council, by standing out for the whole loaf, had got nothing. They should now strive to get a similar scheme to the English one. There never had been a bonus equal to the cost of living, and the N.E.C. was not ashamed because it had failed to obtain one. They had obtained uniformity. If the branches would agree to fight for the award, and nothing less, they were likely to obtain a satisfactory bonus.

The amendment was lost, and Scotland thereupon withdrew a further amendment seeking to delete a paragraph in the report recording the Council's approval of the Government's policy of pegging prices to avoid inflation and declaring that, so long as the cost of living remained stable, it would be satisfied with the Whitley award.

"Late and Inadequate"

Mr. A. J. COTTLE, Abertillery, moved a comprehensive South Wales motion deploring the delay in securing a bonus, declaring that obtained to be totally inadequate, and instructing the N.E.C. to pursue this problem with greater energy and with special consideration for the lower-paid officers, to provide a minimum not less than is being received in industry. Recent articles in LOCAL GOVERNMENT SERVICE, he said, seemed to suggest that the Association was taking note of Sir John Simon's advice. But the race between wages and prices was a fact and they could not, as members of

Compulsory Whitleyism Drive to Continue

NALGO, arrest it. The award was something, but it was late and it was inadequate—miserably inadequate when compared with the real increase in prices, especially for the man with under £250 a year.

MR. B. J. EVANS, Carmarthen, seconding, declared that officers would soon be sponging for a living if they failed to prosecute this question with greater energy and determination. South Wales wanted the Association to put its whole might into this struggle: "Hitch your wagon to the stars and your ship won't founder in the stormy blasts if courage and determination nail its colours to the mast."

MR. ALLEN, replying, said that, while he welcomed criticism, thriving on it, this particular criticism was not justified by the facts. There had been no delay—the Association had moved within a month of the outbreak of war. It was easy to say to the employers that the award was not good enough—and the staff side did say it, to some tune. But there was a difference between asking for something and getting it. The National Whitley Council did split on the point, and delayed for a month before reaching a settlement. He gave an assurance that the policy of securing compensation for price rises would be pursued with all energy and drive. Delegates, approving this assurance, rejected the South Wales motion.

No "Snatch and Grab" Policy

In a further motion on this subject, the South Eastern district suggested that, while reserving the right to take all necessary action to meet a rise in the cost of living, the meeting should urge the Government to make all possible efforts to maintain supplies and control prices of essential commodities, in order to preclude the need for successive additions to salaries and wages. MR. J. YOUNG, Kent County, moving this, held that it was vital that NALGO should demonstrate to the public that it was seeking only something fair and reasonable and did not believe in a "snatch and grab" policy, always pressing for higher pay. He felt, too, that trade unions generally lacked a real economic policy. Whitleyism must prevail, and he praised the N.E.C. and the National Whitley Council for the reasonable line they had taken. Constant price rises would multiply the problems the Association would have to tackle; a constant fight on the cost of living would divert and dissipate its energy. The motion sought to show the conviction of NALGO members that war sacrifices should be shared with something like equality.

MR. A. F. HUTT, Manchester, opposing, felt that the motion was mere window-dressing, and bad window-dressing, since it might stultify the application of the National Whitley Council formula. That formula had been cleverly handled in the provincial councils, but the big fight would come in dealing with the local authorities. Many branches were having difficulties already, which this motion might accentuate by giving councils an argument they could use against the staff. Nor could he agree that the policy of pegging prices had succeeded. Some prices had advanced substantially and were still rising. The vicious spiral was a convenient bogey; it meant that while you might have increases in prices, and must have increases in profits, you might not have increases in salaries.

Perils of Inflation

MR. V. CARTLIDGE, Manchester, supporting this view, questioned the accuracy of the official cost-of-living index figure. Last month it had fallen by one point because of the fall in the price of eggs. He had calculated that to gain that point on his own salary he would require to eat 4,000 eggs a year!

MR. ALLEN accepted the motion on behalf of the N.E.C. and urged delegates to support it. All older members of NALGO could remember the former period of inflation during and after the last war, when the cost of living rose to 176 per cent above the 1914 level—but officers did not get a bonus of that amount. He held that the Government was succeeding in pegging prices. They could not afford not to support that policy. Delegates agreed, and the motion was adopted.

In view of the strong support shown for the Council's policy, Scotland withdrew a motion suggesting that, in addition to the N.E.C., district and branch committees should carry

"I'm sending a letter to my boy friends at the Front, Mr. Mayor"

out campaigns to secure salary increases which would adequately meet the rise in the cost of living.

On paragraph 29 of the annual report, recording the activities of the women's services sub-committee and the efforts of the Association to build up machinery to deal with the problems of nursing staffs, MISS IVA STANSFIELD, N.E.C., described what had been done as an important step towards implementing the recommendations of the Athlone Commission. In addition, they hoped soon to publish the scholarship scheme for trained nurses. She suggested to branches that they should invite and encourage their women members to do some work for them in this difficult period. If branches asked them to take responsibility, they would not ask in vain.

Replying to a Scottish amendment on the report, the Chairman gave an assurance that a statement on the results of the official cost-of-living inquiry by the Ministry of Labour, and of the unofficial inquiry by the Civil Service Statistical and Research Bureau into the cost of living of officers earning more than £250 a year, would be produced at an early date.

MEMBERS WITH FORCES
Total Might Rise to 40,000

On paragraph 31, dealing with the Schedule of Reserved Occupations, MR. ALLEN revealed figures at which delegates had guessed in vain during the earlier discussion on subscriptions of serving members. Today, he said, it was estimated that 23,000 members were with the Forces. When the reserved age was increased to 30 the number might rise to about 40,000.

For the Council, MR. ALLEN accepted a motion by South Wales and Monmouthshire urging that the efforts to obtain legislation making membership of Whitley Councils compulsory on all local authorities be continued with unabated zeal.

He also agreed, at the request of the North-Western district, to withdraw a paragraph stating that it was intended, as soon as circumstances allowed, to complete the divisional reorganisation scheme and to make further appointments of divisional officers in London, Liverpool, Newcastle-on-Tyne, and Nottingham. A promise had already been given, MR. ALLEN explained, that these appointments would not be made without full prior consultation with the districts concerned.

MR. SHORT, Gateshead, put up a vigorous case for the immediate provision of a district office in the North East. This had been a bone of contention between the district and the N.E.C. for some years, he said, but today the district was united behind its demand and determined to secure satisfaction. Of the membership of 7,000, 4,000 were in the Tyneside area, within a radius of 14 miles of Newcastle, but the divisional secretary was at Leeds, 96 miles away, with 9,000 square miles to cover. A district office would save money in the holding of meetings and could be the centre for public relations, education, and propaganda.

Economy Warning

MR. ALLEN, replying for the Council, expressed sympathy for the Gateshead branch. He had given an undertaking last year that a district office would be provided, but the war had made that impossible. However, the regional scheme approved in principle during the year included the North-Eastern district, and it was intended to open an office there at the first convenient opportunity, after consultation with the district. At the same time, branches must not forget that the Association's income was likely to fall, and that it was having to economise.

On the public relations section of the report, MR. J. H. WARREN, N.E.C. asked permission of delegates to amend paragraph 50, recording the successful propaganda campaign conducted by Essex C.C. branch, in collaboration with Headquarters, to secure reversal of the county council's refusal to adopt a satisfactory scheme for making up war service pay. The words in the report "Efforts by the branch to secure reversal of this decision having failed" might, he said, give the impression that the branch had not sought the assistance of Headquarters until its own efforts had broken down. This was not the case. There had been close co-operation between the branch and Headquarters throughout the whole campaign, which had provided a convincing illustration of the value of collaboration between branches and the public relations organisation in matters of this kind. In these circumstances, Mr. Warren moved deletion of the misleading phrase. Delegates agreed.

"L.G.S." May Be Rationed

MR. BRODIE, while congratulating the Council on the improvement in LOCAL GOVERNMENT SERVICE, strongly criticised the paragraph in the May number recording that a rate collector, aged 90, had asked for a rise of £17 a year and declared his intention of continuing collecting rates until he was called up for the Army. This was entirely contrary to the Association's policy on superannuation, and Mr. Brodie demanded an apology.

MR. ALLEN, replying, suggested that Mr. Brodie must be unaware of the existence of satire. In more serious vein, he reminded delegates that the shortage of paper, brought about by the stoppage of Scandinavian supplies, had compelled a drastic reduction in the size of the journal. If the ration were further curtailed, the Council proposed to ask branches to accept half the number of copies they took at present, and to arrange for each copy to be shared between two or more members. This would involve a good deal of difficulty and he appealed for the co-operation of branches and members in carrying it out. While it was far from desirable, it might be the only way in which it would be possible to produce a reasonably informative journal. In reply to questions from the floor, he promised consideration for the

(Continued on page 151)

Farm Work Scheme to Help Benevolent Fund

(Continued from page 142)

alternative suggestion that the journal be published every two months, instead of monthly.

Proposals by the North Western and Metropolitan districts to add to the Council's suggested amendments to the Superannuation Acts, were accepted.

On paragraph 75 of the report, dealing with the Association's defence of the members accused in the Southport Corporation gas case MR. L. H. TAYLOR, N.E.C., pointed out that the action taken had been justified by events. Both the members concerned had now been fully rehabilitated, and each had obtained a new post as a chief officer.

MR. A. B. MILLS, Swinton and Pendlebury, moving a North-Western district resolution urging the education committee to press forward its education programme, warmly commended the N.E.C. for what it had already done. The foundation for the future of the Service lay in attention to education. Even in these difficult times, the North-Western district had recently held a most successful week-end school, attended by forty students, and had organised a meeting of education correspondents.

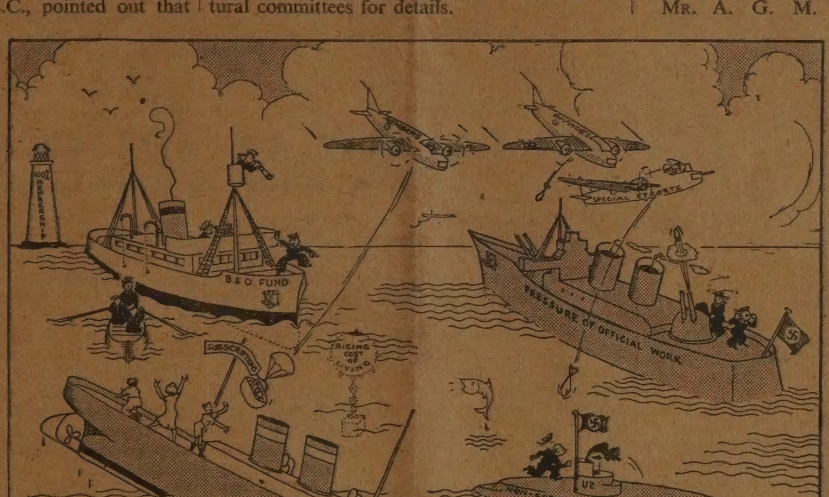
He urged that week-end schools should give their attention to the problems of reconstruction after the war, and appealed to branches not to allow the calls of war service to leave gaps among their education correspondents. If necessary, they should replace the men by women.

MR. J. Y. FAWCETT, South Shields, moved a North Eastern resolution designed temporarily to divert profits from the sale of diaries, NALGO badges, and sports wear to the Benevolent and Orphan Fund. His committee felt, Mr. Fawcett explained, that the needs of the fund today were at least as great as, if not greater than, those of the general reserve fund. While the sums obtained in the way suggested might be small, they would be acceptable, and the principle was right. The administration expenses of the special activities fund appeared to be high.

Voluntary System Best

MR. E. A. S. YOUNG, chairman of the Benevolent and Orphan Fund committee, opposing, said that the Council wished to preserve the voluntary status of the fund. Should the voluntary system break down, even temporarily, they would be willing to consider an application for assistance from the Association's reserve fund, but they wanted to avoid the pernicious practice of raiding funds which seemed easy and convenient in order to save what was possibly only a passing situation. The loss of income was due mainly to the cancellation of social functions and the decline in the sale of "Beano" last year. Subscriptions had been maintained and the number of subscribers had, in fact, increased. He felt, therefore, that the solution of the problem was to increase the membership still further on a voluntary basis.

MR. W. A. N. BAKER, vice-chairman of the committee, explained a scheme put up to members of the Kent County Officers' Guild by the County War Agricultural Committee. Staffs of local authorities were asked to do agricultural work in their spare time; farmers paid the ordinary piece rates for farm workers; these "wages" were pooled, and the money given to war charities. The chairman of the committee was willing that the Benevolent and Orphan Fund should benefit from this central pool, and Mr. Baker suggested that, if clubs could be formed in rural districts, the fund could be materially helped. Officers willing to form such clubs should apply to their county war agricultural committees for details.



TO THE RESCUE

The motion was defeated.

On the section of the report dealing with the Building Society, MR. J. T. BAKER, chairman of the society, said there was no possibility at present of increasing the amount advanced on mortgage beyond 75 per cent of the value of the property mortgaged. But the rule was not inflexible and would be revised if possible.

MR. E. F. BACON, N.E.C., moved, on behalf of the North Eastern district, a resolution regretting the decision of the Provident Society Committee of Management not to proceed with the scheme for non-cash medical and surgical benefits, and urging the committee to consider introducing such benefits for both members and their families.

A scheme of the type suggested, Mr. Bacon pointed out, would be of particular benefit to the man just outside the health insurance limit, who was especially hard hit just now. It might be argued that war time was not the best time to launch such a scheme, but the idea of the motion was that the N.E.C. should explore the position and have plans ready for the day when officers on war service would be returning to duty and wished to take advantage of it.

MR. NOLAN, chairman of the Provident Society Committee of Management, opposed on the ground that the suggested plan would run counter to the existing sickness scheme, and might have a damaging effect on the Provident Society membership, which had already declined. The motion was lost.

Tributes to NALGO Leaders

The annual report was then adopted as a whole, and MR. E. G. HODGES, Wimbledon, moved a vote of thanks to the president, honorary officers, and members of the National Executive Council. It was appropriate, he said, that this year's president should be a man with such a distinguished war record as Col. Stead. It was regrettable that he had been deprived of many of the joys of office while compelled to undertake the considerable task of presiding over the destinies of the Association since last September. Mr. Hodges paid special tribute to the honorary solicitors, the chairmen of committees, and Mr. A. A. Garrard, chairman of the Council, who, as a small emergency committee, had kept NALGO in fighting trim during the first three months of the war.

MR. BRODIE seconded, and the vote was carried with acclamation.

MR. A. G. M. ARCHIBALD, senior vice-president, replying, said that the Council and honorary officers realised as much as members in the most turbulent branches, how they must operate under the difficult conditions today. They must do their best, not in any self-centred way, but in directions that would bring credit to the Association and benefit to its members. The Association had had considerable successes since the outbreak of war—notably in the adoption by so many authorities of the provisions of the Local Government Staffs (War Service) Act, and the National Whitley Council bonus award—the latter a "very signal win."

These achievements were typical of the work going on. The N.E.C. was gratified that its work had been endorsed and approved by the Delegate Meeting. "Our desire," Mr. Archibald concluded, amid cheers, "is to carry out your policy, to do the jobs put into our hands, to try to obtain the fullest results possible, and to come back to you for your endorsement and further instructions."

From this point the meeting, which had already broken all NALGO records for speedy decision, galloped through what was left of the agenda at a rate which astonished both delegates and the N.E.C. Five successive motions, accepted by the Council, were adopted without discussion. The first, by the Southern District, urged the Council to take all necessary action, with or without consent of the branch concerned, to secure satisfactory decisions by county councils which had proved difficult on the war service pay question, "in view of the influence of decisions of county councils upon other local authorities."

Local Campaigns on War Pay

The second, by the Scottish district, urged district and branch committees to carry out local campaigns to secure the full balance of civil pay for officers on war service. The third, by the Metropolitan district, instructed the N.E.C. to take appropriate steps to deal with cases of hardship among officers whose authorities had refused to make up pay. The fourth, by the Eastern district, asked for an inquiry into the effect of Section 10 of the Local Government Staffs (War Service) Act, and necessary action. This section provides that members of local authorities may undertake paid office under the authority in civil defence service without disqualification. The fifth motion accepted, from the Metropolitan district, instructed the Council to press for injury allowances and pensions, not inferior to those applicable to men in the Forces, for officers or the dependants of officers injured or killed while on civil defence duty.

A sixth motion, by the North Western

(Continued at foot of next page)

NEWPORT'S FIRST NALGO FILM

IT is encouraging to find so many branches pushing ahead with their public relations work, despite the more compelling claims of war. Recent notable achievements in this field have been the completion, by the Newport (Mon) branch, of the first N A L G O film, and the holding of a civic week in Nelson.

For a branch of NALGO to produce a film is a notable achievement at any time; to do it amid the preoccupations of recent months, as Newport has done, is outstanding.

Wisely resisting the temptation to try to cover all municipal activities in one ten-minute reel—an impossible undertaking likely only to confuse the spectator—the branch has confined its attention to a single service, that of water supply. This has been dealt with thoroughly and, on the whole, skilfully, the film tracing the long and, to the layman, complicated, journey of the water from cloud to tap, with asides on the many uses to which "The Indispensable Commodity" is put in addition to its purpose in the home. As an aid to teaching in the schools and as a means of encouraging ratepayers to pay their water rate, if not with a smile, at least with some understanding of what they are paying for, it should be invaluable. It may soon be available for showing by other branches.

Training Future Citizens

NELSON'S civic week is devoted primarily to the schools. Lectures on the work of the corporation are given in every school, parties of senior children are conducted over a selected department (different each year), and a competition is held for the best essay on what they have seen. The school producing the best essay secures for the year the N A L G O Shield, presented by the branch to the education authority in 1935—and the first of its kind in the country—and prizes, usually fountain pens, are given by the education authority to the children writing other winning contributions. Members of the branch take a large share in the organisation of the week, conducting the children over the departments and giving information. This is a branch of educational work which most other branches could usefully emulate, even in war-time.

War-Time Inquiries

TWO other examples of public relations deserve commendation, although NALGO has had no part in them. Manchester's information bureau has produced an admirable little pamphlet, "War-Time Queries: Where They Can be Answered," giving the names and addresses of the many authorities able to answer the questions asked by the public to-day. We can imagine a booklet of this kind saving many wasted minutes in a busy town clerk's or A.R.P. department.

The second example is a cheerful folder on Wolverhampton's municipal services, produced for the Corporation by the Wolverhampton Industrial Development Association. Planned before the war, on the lines of those gay leaflets that in happier days invited us to visit Dalmatia, Danzig, or the Dolomites, it gives, in word and picture, a birdseye view of the town's main civic amenities. Copies have been distributed among the ratepayers with the object, as the Mayor remarks in a foreword, of stimulating them "to a deeper realisation and appreciation of their town." That it is sure to do.

WE LAUNCH AN ADVICE BUREAU

By J. W. HOOPER, Welwyn Branch

THE need for a Citizens Advice Bureau was demonstrated to us soon after the outbreak of war by the number of requests for information and advice made to officers by members of the public. When the National Council of Social Service launched its scheme, therefore, the Welwyn branch approached it, and the urban district council, with an offer of assistance in setting up and running a bureau.

The National Council of Social Service gratefully accepted our offer, but the urban district council was at first rather unwilling that officers should run the bureau, and suggested that it should be run under the council's control. A committee was therefore set up, and representatives of the branch were invited to attend. The committee was unanimous that the officers were the most suitable persons for the job, and they were given full authority to run the bureau with the backing of the council.

The main office of the bureau is at the council offices, and is open three afternoons a week, including Saturday, and two evenings. A second office, serving another part of the town, is at the council's community centre. This is open three evenings a week. These times are at present, experimental, and are subject to revision according to demand. Members attend by rota to give advice or help.

It is a rule that, as far as possible, the bureau shall give complete satisfaction to every case dealt with; that is to say, if the bureau is unable to deal with a problem, it must see that the inquirer is put on to the right body, and asks him to report back to it if he does not obtain satisfactory advice

We work in full co-operation with the other voluntary bodies in the town, and do not in any way cut across their objects, but rather direct inquirers to the organisation which will give them the best advice. The council is bearing the full cost of the running of the bureau. This will not be heavy, apart from postages and the hire of rooms. A report is presented to the council once a month for information.

The individual problems arising in connection with the war are ably dealt with in the advice notes supplied by the National Council of Social Service, and frequently revised. It is hoped that the advice bureau will be a permanent institution, as we feel that in every town there should be a place where people can get help and direction in dealing with problems that arise in their everyday life and work.

(Continued from page 151)

district, sought action to safeguard the seniority and salary of officers returning from the Forces. This, with amendments by the South Wales and South Eastern districts, was remitted to the Council for consideration.

Only two more resolutions aroused discussion. The first, by the Metropolitan district, sought to ensure, in view of the need for uniformity and of consideration for the national effect of local action, that branches should inform Headquarters of all proposals arising within their authorities in respect of salaries, service conditions, and kindred matters.

South Wales and Monmouthshire sought to add, as an amendment, an instruction to the Council to investigate the detrimental effect on "middle grade" salaries of the imposition of an age bar for the appointment of senior officers.

The chairman overruled objections that this amendment should have been made a separate motion, and allowed MR. E. A. STANTON, Monmouthshire, to move it. To-day, Mr. Stanton explained, there was a growing tendency among authorities, when advertising senior positions, to prescribe lower and lower age limits, probably because of the transfer value which had to be paid under the Superannuation Acts. This would limit opportunities for promotion of men in the £200—£300 a year grades and would restrict movement of officers, to the detriment of the Service.

MR. ALLEN offered wholehearted support of the N.E.C. for the motion. The amendment would in no way detract from it. The Council was always watching the interests of members in the lower wage levels.

The amendment was carried, and the motion, as amended, was accepted by the Council, after MR. L. G. LAMBE (Croydon) had explained that they wished the motion to be as general as possible. He would have preferred the two questions to have been dealt with separately.

The Council also accepted a Scottish motion, calling for immediate application of the principle of equal pay for equal work, in view of the present tendency to replace men by women officers.

MR. BRODIE accepted a Metropolitan amendment to extend any precautionary action taken to cover the dangers in heavy recruitment of temporary staffs generally.

Although the meeting had only been sitting for four hours, this concluded the agenda. To the delight of delegates, the chairman called on Mr. Dingle Foot, M.P., who had sat throughout the proceedings on the platform, to say a few words. Mr. Foot raised a laugh with his opening comment that Mr. Holland had displayed a capacity for holding on to high office which was rather rare just now. Laughter was renewed when Mr. Foot remarked that he sat at the meeting "strictly as a neutral," although not quite in the spirit of the American journalist, who wrote: "We Americans are strictly neutral; we don't care who kills Hitler."

A good many of the problems discussed at the meeting, Mr. Foot continued, were problems which had been discussed during the last seven or eight months in Parliament, particularly in the early days of the spate of emergency legislation, when the Parliamentary machine worked faster than it had ever done before—and faster, he hoped than it ever would again.

"I would like to say," he went on, "that during all that time, when so much was going through, and so quickly, the vigilance of your staff and your representatives who are concerned with Parliamentary matters was never for one moment relaxed. I do not think there was any detail of wartime legislation or policy which escaped them. I think many of you are greatly in their debt for the care they exercised and for the scrutiny they have always kept over what is done at Whitehall and Westminster."

Referring to recent events, which occupied all their minds, Mr. Foot welcomed the resolution sent to the Prime Minister and commented that the events of the week had provided an admirable example of the way in which democratic institutions could work. Wild horses would not make him say on that platform whether he thought the change was right or wrong—(laughter), but it was a remarkable fact that, without dislocation, they had been able, within a few days, to change the head of the government. He was certain the time would come when the German people would want to change the head of their government, and they would then see what a disadvantage it was not to have a democratic parliamentary system.

British history, he concluded, gave many examples of reverses followed by victory. Once again it rested with those concerned with the business of government, national or local, to show that it was possible to be efficient as well as free. If they could do that, history would repeat itself once more, and they would be able to contradict the established forces of the dictatorship States.

The meeting concluded with the National Anthem.

READERS' FORUM

PREMIUM PUPILS
Value of System

AS a previous pupil myself, I was interested in the debate on this subject. The reference from the 1939 Conference recommending the N.E.C. to abolish premium pupilships is exactly what one would expect from the representatives at that Conference, 90 per cent of whom are not professional gentlemen, and, therefore, do not know the inner workings of the pupilage system. This is a matter upon which the guidance of the chartered institutions could very well be sought. Even the Hadow Committee's recommendation is not altogether sound. I was articled to a local authority direct, as the result of a competitive examination open to the sons of ratepayers. What was the result? The borough engineer took little or no interest in my pupilage, because he had no pecuniary gain from it.

In my opinion, it is right that pupils should be admitted on a premium basis, provided the local authority agrees the fee to be paid—as in some cases exorbitant fees are demanded. The engineer concerned should receive the premium, because, generally speaking, he does take a keen interest in the technical education of his pupil, often in his own time. The local authority is reimbursed by the service it gets from the pupil, who, after six to twelve months in the office, becomes quite useful.

If we depart from the pupil system we shall not get the type of youth in the profession who will be a credit to it. Brains are not the only thing that count; we want engineers whom the local authority will look up to and not down on; we want men who have integrity and have been brought up with a sense of responsibility to the public they will eventually serve.

Municipal Offices, J. KILGOUR GRANT.
Chester.

WARTIME APPOINTMENTS
Need for Examinations

IT is becoming apparent in some parts of the country that appointments to the local government Service are being made without the usual care. Additional duties are devolving upon officers, and therefore they (even if temporary) should be chosen with more rather than less care.

The National Executive Council might find out how far this practice extends, and take steps to ensure that the Service and the public are safeguarded against the appointment of unsuitable candidates. For juniors, the co-operation of the secondary schools should be invited and an examination (on the lines of the civil service examinations) held. When a junior is required, a list of suitable persons could be consulted.

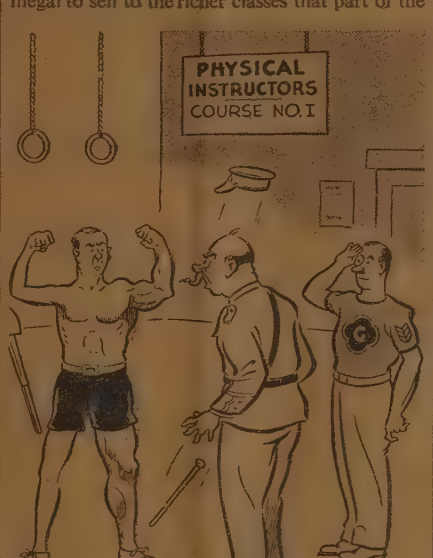
The vital service of local government should be manned by the best brains available, and an initial examination should help in the achievement of this object.

TREASYPE.

DR. SYKES AGAIN
Income Levelling Urged

DR. SYKES' replies to his critics in the April journal are unsatisfactory. He states without comment that to confiscate all incomes above a certain level is not good economics but may be good politics. That may be true, but the policy of the National Government, which is supported by the wealthier classes, at least, destroys the validity of the argument. If expenditure on luxuries has to be reduced to the minimum, those persons with incomes above, say, £500 a year, will find it impossible to spend the surplus, which I would have confiscated, or at least "compulsorily saved."

Again, Dr. Sykes states, quoting an anonymous authority, that the economic laws will operate although there is State control. He submits, for example, that price would still be determined by the relation of supply to demand. But we find, in the case of butter and bacon, at least, that Government control has nullified the operation of the laws of supply and demand. If these laws were allowed to operate, the normal price would be one at which the whole available supply would be taken up. The result of State control has been that large quantities of these commodities have been ruined because it was illegal to sell to the richer classes that part of the



"There's nothing wrong, sir—he's only half-way through his three-months' course."

supply which was set apart for the poorer classes, who are unable to pay for their meagre rations.

While I agree that the proportion of the national dividend available for consumption by civilians will be reduced as the war proceeds, I submit that the most equitable solution to the problem of distribution would be a levelling down of incomes. Such inequality as obtains at present must not be allowed to continue. No government which tolerates the impoverishment of many, while a few enjoy great wealth, can honestly claim to be acting in the best interests of the nation.

21, Polmadie Road, ANDREW CURRIE.
Glasgow, C.5.

RESERVED OCCUPATIONS
"No Official Indispensable"

IN reply to "Chief Financial Officer," there was no exemption in the last war for public servants (except through the tribunals), and not even "heads of departments" were considered indispensable.

Having spent over 30 years in local government Service, under councils large and small, I have arrived at the conclusion that no official in municipal, urban, or rural employ is indispensable, and I fail to see, therefore, why any alteration as to grades should be made in the exemption list. It should remain as at present, and the small fry stand the same chance as the big fish.

Clerks of councils, chief financial officers, and borough and urban accountants, are, after all, only "clerks." CHIEF CLERK.

Pte. Powell Replies

IN their observations on my recent letter, "Birkenhead" and G. Lavender have apparently strayed from the point at issue. My communication dealt with the anomalies arising from the operation of the schedule of reserved occupations. Their remarks about my being in a "cushy job" and receiving an allowance in respect of my civil pay are therefore irrelevant.

Their remarks can hardly be appreciated unless one knows what they are doing towards the national effort and what sacrifices they are making or did make in the last war. Furthermore, has Mr. Lavender had to work his way from "the bottom of the ladder," making numerous sacrifices in order to secure his present position, or did his appointment come in an easier manner than this?

32, Welland Street, Leicester. E. A. POWELL.

THE COVERLESS JOURNAL
Is it an Advantage?

I CANNOT agree with your Branch Magazine Page contributor whose article in the May journal is headed, "Print your cover in colour." It was, perhaps, unfortunate for him that his injunction appeared in the first issue of "L.G.S." which has appeared *without* a cover!

From the point of view of a branch hon. secretary, the absence of a cover is excellent; members who received the May issue immediately were faced with the table of contents and the striking title of the first article. I venture to suggest that, as a result, many more members perused the whole of the paper than in the past, when the first page was concealed by a cover which apathy rendered many too disinterested to open.

I hope LOCAL GOVERNMENT SERVICE will continue to be published coverless, when its excellent contents will be more widely read. We have fighting policies to put forward and many practical problems to solve. Art covers will not help either.

JOHN RUFFE-WILLIAMS.
Municipal Chambers,
Corn Street, Newport, Mon.

SICK PAY PROBLEM
An Unfair Distinction?

SOME local authorities seem to place mistrust in officers who come within the scope of the National Insurance Act. If an employee is absent for more than two or three days, a doctor's certificate is asked for, and 2s. 6d. a day is stopped from his salary. This has to be recovered from the approved society concerned, if the officer is not to lose financially, involving expenditure on the certificate and postage.

Why should officers be put to all this trouble to get back three days' deductions? Many private firms pay their employees a full week's pay, and are satisfied with a notification of illness in writing. I appreciate that officers are fortunate to get any pay at all, but suggest that it is unfair to make a distinction between those who pay National Health contributions and those who do not. The town clerk does not have to get a certificate!

Surrey. "EAGLE EYE."

SALARY PAID WEEKLY
Support for the "Hard-ups"

WE would like to endorse the views expressed by "Hard Up" and "Another Hard-Up." In the present abnormal conditions, when the average small trader has little capital, it would help all concerned and stop a lot of unnecessary credit, if officers were paid weekly.

It is our opinion that the monthly system is continued simply for the sake of so-called class distinction and prestige. Let us be more united.

Nottingham. SIX SYMPATHISERS.

FOR HOUSEHUNTERS
Offered Through The Nalgo Building Society.
ERITH, KENT. Seven min. S. R. Det. house in select residential neighbourhood. Three dbl. beds.; bath.; lge. sit. rm.; din. rm. and kit. Lge. gdn. £850 or near offer. Purchaser could take over existing mortgage.

Riddle

Q. What incurable complaint is Adolf suffering from?

A. Encephalitis enlargica.

* * *

Messer Franco's Cat

Messer Matteo Franco, whose cat mewed when he pulled its ears, threw it out of the window, saying: "Now, I will catch my own mice."

—From the Facetiæ of Poggio.

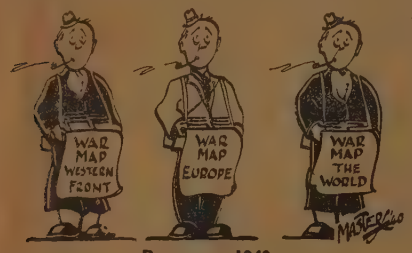
* * *

"A Strange Device"

Ilford Auxiliary Fire Service have designed their own coat of arms, but Ilford Council have frowned on it, because they do not think it "dignified."

The design shows two tongues of flame encircling a shield on which are mounted dust-bins, a rat, three beer pumps, a broom, and a mop.

The dustbins indicate the proximity of the A.F.S. headquarters to the dust destructor.



Progress, 1940

The rat is a reminder of a recent rat-hunt, and the beer pumps indicate "engines often employed in the fire service."

—"Evening Standard."

* * *

Try It On Your Friends!

Can you see any spelling mistakes in this little story? Or, worse still, try dictating it to your friends!

A harrassed pedlar of antirhinums and fuschsias came upon an embarrassed cobbler in a cemetery guaging the symetry of a lady's ankle with extasy.

* * *

Brevities

My only regret at getting old is that I sometimes begin to feel I have got a suspicion that I am beginning to know something about something. I doubt if it is true.

—Earl Baldwin.

* * *

You could sell water if you bottled it and called it Vitaquene.

—Denys Thompson.

* * *

If food does not attract the palate you will still eat what you need, but you won't eat more. My advice, therefore, is to make food rather unpleasant to look at and not too pleasant to eat.

—Sir Arthur Salter.

* * *

Advertisement in newspaper: "Millionaire, young, good-looking, wishes to meet, with a view to marriage, a girl like the heroine of M——'s novel."

Within 24 hours the novel in question was sold out.

—"Montreal Star."

* * *

A politician is a person with whose politics you don't agree. If you agree with him, he is a statesman.

—David Lloyd George.

* * *

A wife is a great comfort during all those troubles which a bachelor never has.

—Any Husband.

There are many isms today to perplex us—Nazism, Communism, Fascism, and so forth—but most of them will cancel each other out. There is only one ism which kills the soul, and that is pessimism.

—The late Lord Tweedsmuir.

AT RANDOM
By "Hyperion"

"Theme Song" for A.R.P. Controllers

Lawd, you made the day too short!

* * *

Hand-to-mouth Work

Woman, at a North London police court: "My husband refuses to work with his hands. He says he'd be no good at it. But I've seen him put in some nifty efforts with a knife and fork."

* * *

Nicely Spoken

Defendant at Tottenham: "I may have used bad language. But it was a very refined sort of bad language."

* * *

All or Nothing

A neutral visitor was being shown something of our war effort. He was inquisitive and aggressive and professed to know everything he was told. But he thought he was not being told as much as he should be, and he became irritated. "You think," he exploded, "that I know damn nothing. I know damn all."

* * *

Plus ça Change . . .

In all Kingdomes that border upon other Kingdomes, particular men, who by dwelling in those skirts and borders, may make their profits of spoile, delight in hostility and have adverseness and detestation of peace: but it is not so within: they who till the earth, and breed up cattell, and imploy their industry upon God's creatures, according to God's ordinance, feel the benefit and apprehend the sweetnesse, and pray for the continuance of peace.

—From a sermon by John Donne at Whitehall, April 30, 1620.

* * *

Odd Things That Get in the Papers

SITUATION WANTED.—By young woman 21 years of age. Unusual experience includes three years Necking and Stripping.

—From "Shears," a journal of the box-making industry, in which "Necking" and "Stripping" are innocent technical terms.

* * *

The three following gems are lifted from the Surrey C.C. "Nalgo Newsreel."

On the Safe Side!

A keen NALGO member who is a Registrar of Births, Deaths, and Marriages, tells the story of a man who came to the register office one Saturday night with his fiancee, but arrived too late to be married that day. After gentle persuasion had failed, he was driven at last to inquire whether the Registrar could give him a cover note until Monday!

* * *

What a Pal!

Committee procedure often requires that points requiring urgent settlement should be dealt with by the Chairman of the Committee, subject to confirmation at the next meeting. Typing effort on one of these points:

"*The matter has been submitted to my chum, Mr. ——.*

What about a special increment, chum!

* * *

War-time Iniquity.

Letter to parent.

"*I have to remind you that there is a balance of £— due up to the date when your sin returned from the receiption area.*"

Candour

A brokerage house recently advertised: Let us place your name on our wailing list.

—"Christian Science Monitor."

* * *

Motto for Ministry of Supply

"One for all, and all for one, and one for home, and a hundred to eight the field."

—Marx (Groucho, not Karl).

* * *

The English

(1) The English are a strange race. When they are governed well, they thank God for it, but, when they are governed badly, they blame the Prime Minister. *—Disraeli.*

(2) The Englishman stands for humanity, not because he is particularly fond of the damned thing, but I suppose because his common sense tells him that it is a good thing to stand for.

—Count Czernin.

* * *

"Haw-Haw" Please Copy!

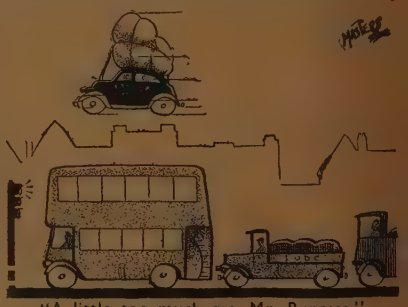
Near the end of the Civil War, when the Confederate forces were falling back on Richmond, an old darky, asked by his mistress for encouraging news, replied:

"Well, missy, due to de lie of de land where dey's fightin', dem Yankees is retreatin' forward, while we is advancin' backwards."

* * *

Atrocities

A war cannot be carried on without atrocity stories for the home market, any more than a persecution can be carried on without slandering the victims. And such stories are as necessary



"A little too much gas, Mr. Burgess"

to one side as the other. . . . If the Eskimo were ever to have a war, the civilian Eskimo on each side would soon be accusing the fighting-men of the other of dipping their spears in putrid bears'-meat, and of employing bands of trained seals to attack the enemy with their teeth.

—E. C. Bentley.

* * *

Correspondence

Dear Sir,—In my opinion the most useful gardening tool is a meat skewer. But, of course, I have only a small window-box.

Faithfully yours, (Miss) EMILY TOGGLE.

51B, Lugbottle Buildings, Pimlico.

P.S.—When I can't find a meat skewer I use a hairpin. It is just as good.

* * *

Geography Note

There are a number of beautiful *lakes* worth mentioning in Italy, including Lakes Maggiore, Minore and Plentimore. The only *potently memorable* Italian *river* is *patently unmentionable*: the rivers of Italy are, therefore, in practice, seldom mentioned.

—From "And Now All This" by Sellar and Yeatman.

* * *

Tail Piece

Q. Who is secretary of the of thecmf theshrd atheshr athr Simplified Spelling Board? A.B.H.

A. The secretary of the organization is Godfrey Dewey who may be addressed at the Lake Placid Club, Essex County, New York.—*Newark Ledger.*

We still like the old way.

H. Q. CALLING

News and Gossip from Headquarters

Wielding the Axe

THAT Scottish representative who inquired at the Delegate Meeting whether the Association had introduced any economy measures would not inquire again, I fancy, were he to visit Headquarters. There the axe is being vigorously wielded. Every department and section is doing everything possible to curtail correspondence, sit on stocks, reduce requisitions, and eliminate expense in every direction short of impairing its services to members. Branch secretaries and correspondents have already noticed some of the changes in the lessened quantity and greater concentration of the material sent to them; it will be more apparent in the future.

Members everywhere can co-operate in this endeavour by reducing their correspondence to a minimum, not expecting formal acknowledgments to their letters (they won't get them, anyway), and restraining their chagrin if they find that coveted pamphlets and the like are no longer available in their peace-time profusion.

Pay Up—and Smile

MEMBERS will help, too, if they will suppress that good old English characteristic of ignoring first applications for money. The payment of all sums due to Headquarters on the correct dates will save labour, paper, and postage. Indeed, procrastination might have annoying, if not disastrous, results. For example, the Insurance Department has decided not to send out second applications for premiums, and if that due on June 25 in respect of a fire and comprehensive policy is not sent within fifteen days of receipt of the renewal notice, cover will expire and the policy will lapse. It is cheaper to pay up—promptly.

Sick Benefit Monthly

AS the wise man safeguards his property against every possible risk, so does he safeguard himself against sickness and its attendant expense. The Approved Society affords such protection and, owing to the recent unprecedented epidemic, it has been the busiest department at Headquarters for several months. Every effort has been made to meet the claims of members as promptly as possible, and the department now asks the help of its members in another war-time economy. In the past, benefit has been paid weekly, but there would be great saving of paper and postage if members would accept their benefits monthly. This would also avoid the need to submit medical evidence weekly. Payment would be made on receipt of monthly evidence or, in the event of an incapacity of less than four weeks, of the final evidence. Members who can support this suggestion should submit either four weekly certificates or one inclusive certificate, clearly stating the period of incapacity.

Notify Us Promptly

EVERY man and woman is assumed to know the law of the land, and a plea of ignorance is no defence. It is important, therefore, to note the following section (47 (1)) from the Health Insurance Act:

> "where an insured person who claims to be entitled to benefit fails to give notice of the disease on or before the third day of incapacity, benefit shall commence only on the day following the date on which notice is given. . . . Provided that, if the society administering the benefit is satisfied, that in the circumstances of the case the insured person had *a reasonable excuse* for not giving notice, he shall be entitled to benefit commencing on the fourth day of incapacity unless the illness is deemed to be a continuation of a previous illness, when benefit shall commence on the first day."

The Nalgo Approved Society, in administering the Health Insurance Act, has no option but to enforce this section; otherwise it would be surcharged when the claims were checked by the Government Auditor. The Ministry of Health has made it clear that ignorance of this section is *not a reasonable excuse* and cannot be admitted. Members are, therefore, urged to give notice of their illness immediately they are physically able. If, then, they wish to claim benefit, they can substantiate it by submitting medical evidence.

Think of Your Future

DON'T allow the uncertainty of present-day life to "black-out" your future. The Education Department affords the opportunity to every ambitious officer of obtaining some professional or technical qualification which might well prove as invaluable to the Nation in war-time as it will be to the student in post-war years.

The Correspondence Institute provides highly efficient courses for most of the professional, technical and administrative examinations. Write to-day for a copy of the new prospectus.

By the way, don't forget that the Library has been re-opened.

Summer School

BALLIOL COLLEGE, Oxford, has been chosen as the venue for this year's Summer School, which will be held from August 10 to 17. Lectures will be delivered on the problems of public administration arising out of the war.

Cars on the "Never Never"

IN that fine British propaganda film, "Fo Freedom," there is an amusing exchange between an American and a German. The Yankee scored a hit with the wise-crack that "the Germans paid for their cars and never got them, but the Americans got their cars and never paid." Nalgo Insurance department has a scheme similar to the Americans', the only difference being that you are expected to pay by easy instalments over a fixed period. Full particulars of the scheme for the hire-purchase of cars, new or *second-hand*, can be obtained on application.

War Time Problems

AS we all know, the war has multiplied the peace-time problems of local government officers, and the Association is doing all it can to assist, advise and safeguard its members. Circular 22/40, sent to all branch secretaries, the other day, deals with a few of these problems. It informs branches of the action taken to safeguard the superannuation rights of officers under 18 who, as members of the Territorial Army, were called up at the beginning of the war; replies to inquiries whether a cost of living bonus received by a contributory employee should be regarded as remuneration for superannuation purposes; gives information on the action to be taken by members should any confusion arise over the schedule of reserved occupations; gives information on the NALGO Correspondence Institute and the opening of Cayton Bay Holiday Centre; and asks for support in the formation of a NALGO Club in London.

HOW ORKNEY MEETS ITS AIR RAIDS

As we go to press, Scotland remains the only part of the country to have experienced air raids. That position may be changed when these words are read, but this article, by W. DAWSON SCOTT, Orkney's County Surveyor, will interest every A.R.P. worker.

THE County of Orkney, containing Scapa Flow and other important bases, has been in the "front line" since the war began. Of the many air attacks we have experienced, however, none has so far interfered materially with either the normal or the A.R.P. services.

The most serious attack, in the damage it did, was on March 16, when the Germans unloaded some of their bombs over the land. One civilian was killed and several were injured. The total damage, including that to property, did not, however, exceed £300. Three public roads were affected, but the craters were rather to the sides of the roads and consequently traffic was not interrupted pending repairs.

The effect of bombs on property here was less than had been expected. For example, four bombs fell alongside a cottage, and although the cottage was badly shaken, the occupant escaped with only slight injury—showing that normally a house built of good stone affords a large degree of protection so long as occupants keep away from windows and doors. Bombs dropped fairly near to the houses of the man killed and of the people who were injured, but the damage they did was confined entirely to windows, doors, and roofs.

Another reassuring lesson we have been able to draw is that the ordinary slated roof affords a high degree of protection from falling splinters of anti-aircraft shells. In Kirkwall, a shell fragment, weighing 2 ounces, struck a roof of corrugated asbestos, but did not get through.

It is now normal practice for work to go on everywhere during both alarms and raids; in the big raid on the day Germany invaded Norway, for example, Stromness town council continued its session without interruption. People do not, of course, go out of doors. In the early days there was a tendency to go out to watch the aerial fighting, but the casualties sustained have practically cured this folly.

We do not possess any shelters that afford much more protection than ordinary houses—that is, against splinter and lateral blast only—but it has been decided to erect more shelters of a stronger type, able to protect against falling debris.

Needless to say, our A.R.P. personnel has had plenty of practice, and it has been possible more or less to perfect the arrangements in the light of experience. One notable defect when working with voluntary personnel is the possibility of absences from the area when raids occur. This made it necessary to arrange, as far as possible, for every A.R.P. officer to have an understudy, and to let the understudy know when he was leaving his area.

A.R.P. work in the county is carried out almost entirely by volunteers, from the executive staff to the personnel. The executive staff consists of the A.R.P. controller, who is the chief constable, the medical officer of health, who deals with the arrangements for casualties, the training of ambulance and first aid parties, provision of first aid posts, points, and hospitals, and the surveyor, who deals with rescue and demolition, decontamination, repair of road and public utility services, and the provision of street and school shelters, together with the repairs to property damaged in the course of air raids. All work under the orders of an emergency committee of the county council. The fire precaution arrangements are in the hands of Kirkwall town council fire brigade, and the town councils of Kirkwall and Stromness both co-operate with their staffs in running the whole scheme. The personnel are recruited from the general public, including the roadmen on the county council's staff.

Hitherto, the scheme has not interfered seriously with the normal activities of the county council. Although it has, of course, involved a great deal of extra work on the part of all concerned, this has been readily and cheerfully undertaken.

314 COUNCILS NOW PAYING BONUS

UP to the time of going to press, 314 local authorities had adopted cost-of-living bonus schemes for their official staffs. Of these, 153 had adopted the National Whitley Council award and 161 had chosen alternative schemes. Detailed figures are:

ENGLAND AND WALES—	N.W.C. Scale	Other Scales	Total
County Councils ...	1	8	9
County Boroughs ...	16	23	39
Metropolitan Bor's	—	—	—
Boroughs	39	31	70
Urban Districts ...	64	55	119
Rural Districts ...	24	16	40
Other Authorities	9	14	23
SCOTLAND—			
County Councils ...	—	7	7
Burghs	—	7	7
All Authorities ...	153	161	314

This month's list, which is additional to those published in previous issues, is given below:

NATIONAL WHITLEY COUNCIL SCALE

Bonus of 6 per cent on first £300 of salary and 3 per cent on salary in excess of £300, or of £200, whichever is the less.

COUNTY BOROUGHS

Bootle* Nottingham West Bromwich
Northampton Wallasey Wigan*

*No bonus on salaries over £500.

BOROUGHS

Acton Lancaster Ossett
Andover Louth Radcliffe
Brighouse Macclesfield Rugby
Glossop Mansfield Stourbridge
Hyde Morley Todmorden
Oldbury*

*No male householder to receive less than £15 p.a.

URBAN DISTRICTS

Abram Frimley and Camberley Milnrow
Ashton-in-Makerfield Golbourne Northfleet
Audenshaw Hale Preesall
Barrowford Harrow Rothwell (Yorks)
Bredbury and Romiley Huyton-with-Roby Rothwell (Northants)
Caerphilly Ince-in-Makerfield Royston (Yorks)
Castleford Letchworth Saddleworth*
Connah's Quay Mansfield Spalding
Denby Dale Woodhouse Warsop
Eastwood Westhoughton

*Fixed for 12 months from April 1, 1940.

RURAL DISTRICTS

Castle Donnington Croft Hepton Norman Cross Wetherby Wortley

OTHER AUTHORITIES.

Liversedge and Mirfield Hospital Board.
Burnley, Colne and Nelson Joint Transport Board.
Dearne District Electricity Board.

NORTH-EASTERN JOINT COUNCIL SCALE.

Employees of 18 and over, 2s. p.w.; under 18, 1s. p.w. in respect of each complete six points rise in the official cost of living index figure from a basic figure of 155. Adjustments to be made at intervals of 3 months from July 1, 1940.

URBAN DISTRICTS

Crook and Willington.

OTHER AUTHORITIES

Durham County Water Board.

OTHER SCALES

COUNTY COUNCILS

Carmarthenshire—6 per cent on salaries up to £280 p.a.; salaries of £290 increased to £300; nothing on salaries over £300.
Derbyshire—6 per cent on salaries up to £300.
Gloucestershire—6 per cent for married men and single men with dependants; 4 per cent for single men without dependants, limited to salaries up to £300.
Merionethshire—junior grade clerks, 5s. p.w.; Grade A (except those in last year), 2s. 6d. p.w.; Grade A (last year), 2s. p.w., from April 1, 1940.

COUNTY BOROUGHS.

Huddersfield—8 per cent on first £200, 2 per cent on next £300; limited to salaries up to £500, and with marginal adjustment between £500 and £522.
Newcastle-on-Tyne—6s. p.w. to employees of 18 or over; 3s. p.w. to employees under 18; total not to exceed £300 p.a.
Southend-on-Sea—£5 p.a. to all with salaries under £250.

"Yes, she always bathes like that"

Sunderland—6 per cent on first £300 to all whose salary does not exceed £450.
York—£10 p.a. to all over 21, and £6 p.a. to all under 21, provided that salary and bonus shall not exceed £300.

BOROUGHS

Basingstoke—6 per cent on first £200 plus 3 per cent of excess over £200, or of £200, whichever is the less.
Batley—6 per cent on first £300 only.
Beverley—4 per cent on first £300 and 3 per cent on next £200.
Bury St. Edmunds—Additions up to 3s. p.w. to married male staff, or those with dependants in suitable cases.
Colwyn Bay—6 per cent on salaries (cash only) up to £300, with maximum of 5s. p.w.
Dagenham—6½ per cent on first £200, from April 1, 1940.
Dover—6 per cent for married men with salaries up to £312 and for single men with salaries up to £156.
Farnworth—£13 p.a. to officers over 18; £6 10s. to those under 18.
Goole—6 per cent on salaries up to £215.
Rawtenstall—6 per cent, provided salary and bonus does not exceed £255 p.a.
Richmond (Surrey)—6 per cent on salaries up to £300.
Sale—6 per cent on first £300 on salaries (cash only) up to £400, provided no officer receiving more than £400 is worse off than if he had been in receipt of £400.
Southall—5s. p.w. on salaries up to £220 p.a., from December 8, 1939.
Sutton Coldfield—6 per cent on salaries up to £300; salaries between £300 and £318 to be made up to £318, from April 1, 1940.
Thornaby-on-Tees—2s. p.w. to those over 21, and 1s. p.w. under 21 in respect of each 6 points variation in the index figure, averaged over six months preceding April 1 and October 1.
Wrexham—6 per cent on first £300 of salaries up to £350.

URBAN DISTRICTS

Blaenavon—3s. 6d. p.w. to those under 21; 7s. p.w. to all others.
Braintree and Bocking—3s. p.w. on salaries up to £250.
Colne Valley—8 per cent on salaries up to £200, 6 per cent on salaries between £200 and £300, and on first £300 of salaries exceeding £300.
Darton—2s. 6d. p.w. to all employees.
Haverhill—2s. p.w. to all except senior officials.
Maltby—5 per cent on first £300, plus 2½ per cent on excess over £300, from April 1, 1940.
Malton—4s. p.w. to all from April 1, 1940.
Meltham—7½ per cent to all officers, from January 1, 1940.
Oundle—6 per cent on salaries up to £300, plus 3 per cent on excess over £300.
Oswaldtwistle—6 per cent on salaries up £300, from April 1, 1940.
Seaham—£10 p.a. on salaries up to £150; £13 10s. on salaries over £150.
Sheerness—3s. p.w. on salaries under £225.

RURAL DISTRICTS

Battle—6 per cent on first £300.
Burnley—6 per cent on salaries up to £300; 3 per cent o excess over £300.
Maidstone—5 per cent on first £300; 2½ per cent o next £200, from April 1, 1940.
Northwich—5 per cent on salaries up to £300; 3 per cen on salaries over £300.
Runcorn—Whitley Council scale to all permanent an temporary officers, including A.R.P. staff, whose salarie do not exceed £315.
Tadcaster—8 per cent on first £150; 6 per cent on nex £100, on salaries up to £250.

OTHER AUTHORITIES

Dovenby Hall Colony—6 per cent to matron an assistant matron, 1s. p.w. to resident staff given a meals, 2s. to resident staff with two meals, and 3s. p.w to non-resident staff given no meals.
Richmond and Barnes Joint Main Sewerage Board— 6 per cent on salaries up to £300.

SCOTLAND

COUNTY COUNCILS

Zetland—12½ per cent to all officers.

BURGHS.

Bathgate—6s. p.w. to all officers.
Moffat—2s. 6d. p.w. to all officers.
Montrose—5 per cent on salaries up to £200, 2½ per cen on salaries over £200.

Cost of Living Now 16% Up

The Ministry of Labour cost of living index figures fo each of the past six months, showing the increase in th cost of living of a "typical working-class family" sinc July, 1914 (taken as 100) are:

December	173	March	17
January	174	April	17
February	177	May	18

The actual percentage increases in the cost of livin since September 1, 1939 (when the index figure was 155 are therefore:

December	11.6	March	15.
January	12.3	April	14.
February	14.2	May	16.

BONUS AWARDS AND SALARY INCREMENTS

SECTION 1 of the Local Government Staffs (Wa Service) Act, 1939, empowers local authorities t pay to an employee on war service a sum not exceedin the remuneration which he would have received if h had continued to serve in his civil capacity, after deduct ing the amount of his war service pay. The questio has arisen as to whether the cost of living bonus payabl in accordance with the recommendation of the Nationa Joint Council forms part of the "remuneration whic he would have received" in the case of an officer whos war service began before April 1, 1940, on which dat the bonus took effect.

It is submitted that the question depends upon th terms of the resolution relating to the payment of th bonus, and that if the resolution specifically applies t officers on war service, whether their war service bega before or after April 1, 1940, those officers will be entitle to receive the bonus, but not otherwise.

Section 4 of the Act requires an employee who i receiving payment under the powers contained i Section 1 to contribute the like amounts to the super annuation fund of the authority as if he had continue to serve in his civil capacity. Therefore, an office receiving any part of his civil remuneration (whethe including any bonus or not) whilst engaged on wa service must contribute to the superannuation fund th like amounts as he would have been required to co tribute if he had continued to serve in his civil capacity and this will apply whether his war service began befor or after April 1, 1940. Even if he does not receive an bonus he will have to pay superannuation contribution on it if he would have received it had he continued t serve in his civil capacity. In the event of the office becoming entitled to a superannuation allowance i consequence of being permanently incapacitated b injury or disease received or contracted during his wa service his superannuation allowance will be calculate on the remuneration that he would have received durin that period in his civil capacity.

Under Section 14 (1) of the National Service (Arme Forces) Act, 1939, an employer must reinstate an em ployee in his employment at the termination of his wa service in an occupation, and under conditions, not les favourable to him than those which would have bee applicable to him had he not been called up for servic in H.M. Forces. Therefore, on returning to his civ employment, the employee is entitled to be placed a the point in the salary scale applicable to him by th terms of his employment which he would have reache had he continued in his civil capacity. But wher the salary scale is not automatic the officer, on returnin to civil employment, would not be entitled to receive a increment which he might have expected to receive ha he continued in his civil capacity, though not legall entitled to it by the terms of his employment.

930 COUNCILS SUPPLEMENT PAY

A TOTAL of 1,022 local authorities have now reached decisions on the making up of war service pay. The position at the time of going to press was:

	No.	Per cent
Making up balance of civil pay ..	494	48
Making qualified payments ..	436	43
Making no payments	92	9

The following list gives the additions to those published in previous numbers:

Making up Whole Balance of Civil Pay

RURAL DISTRICTS

Newmarket St. Neots

Making Qualified Payments

BOROUGHS

Bilston.—*Married Men*—earning up to £200 p.a., pay made up in full; salary £200 to £500, pay made up to three-quarters full salary; salary over £500, pay made up to two-thirds full salary. *Single Men without Dependants*, pay made up to half full salary, subject to maximum of £50 p.a.; *Single Men with Dependants*, cases of hardship to be considered on merits.

Scunthorpe.—*Married Men*, pay made up in full; *Single Men*, pay made up to half civil pay; *Single Men with Dependants*, each case on merits; scheme applies only to those earning £300 p.a., and under.

URBAN DISTRICT COUNCILS.

Dearne.—Civil pay less service pay and 10s. 6d. p.w. for maintenance.

DEALING WITH EACH CASE ON MERITS

Chislehurst and Sidcup Otley Rugeley

RURAL DISTRICT COUNCILS

DEALING WITH EACH CASE ON MERITS

Basingstoke, Brackley, Hepton, Lichfield, Wisbech.

OTHER AUTHORITIES.

Tyne Port Health Authority.—*Married Men*, pay made up to £3 p.w.; *Single Men*, each case on merits.

SCOTLAND

Making up Whole Balance of Civil Pay

Dumbarton Burgh.

Making Qualified Payments

COUNTY COUNCILS

Ayr.—*Married Men*, pay made up to 75 per cent civil pay; *Single Men with Dependants*, each case on merits; *Single Men without Dependants*, pay made up to 50 per cent of civil pay.

Banffshire.—Cases of hardship to be considered.

Bute.—*Married Men*, pay made up in full; *Single Men with Dependants*, each case on merits; *Single Men without Dependants*, no pay.

Renfrew.—*Married Men*, pay made up, less 7s. p.w. for maintenance (children's allowances deducted); *Single Men with Dependants*, each case on merits; *Single Men without Dependants*, pay made up to 50 per cent of civil pay, less 7s. p.w. for maintenance (payments are kept by council to be handed over on employee's return).

Sutherland.—Cases of hardship only considered.

West Lothian.—General principles of Whitley Council recommendation adopted, but each case considered individually.

Wigtown.—Cases of hardship only considered.

BURGHS

Ardrossan.—Each case on merits.

Denny and Dunipace.—Scottish Whitley Council scale.

Dunoon.—Scottish Whitley Council scale, but children's allowances deducted.

Millport.—Same as Bute C.C., above.

Johnstone.—*Married Men*, pay made up in full; *Single Men*, no decision yet.

Renfrew.—Each case considered individually, but usual practice is: *Married Men*, pay made up less, 10s. p.w. for maintenance; *Single Men with Dependants*, no case yet, but will probably be treated as married men; *Single Men without Dependants*, pay made up to 50 per cent civil pay, less 10s. p.w. for maintenance.

St. Andrews.—Pay made up to 75 per cent civil pay.

Selkirk.—Each case on merits.

BLACKLISTED

The following local authorities have ignored the appeal made by the Minister of Health for a "fair and reasonable" interpretation of the "gentlemen's agreement" for the making-up of war service pay. They feel under no obligation to employees fighting for the civilization for which they stand and they are paying those employees nothing.

Officers seeking new appointments will, no doubt, keep these authorities in mind.

ENGLAND AND WALES

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BOROUGHS

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Colne Stamford
Congleton Saffron Walden
Darwen Tewkesbury
Haslingden Tipton
Jarrow Todmorden
Nelson Wrexham
New Romney

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Atherton Castleford
Barnoldswick Chesham
Barrowford Cirencester
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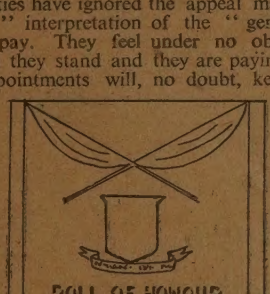

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Kidsgrove Skipton
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Little Lever Swadlincote
Maltby Thornton Cleveleys
Milnrow Turton
Mountain Ash Walton-le-Dale
Normanton Wardle
Oswaldtwistle Washington
Padstow Westhoughton
Penrith Whitby
Pontypridd Wombwell
Worsley

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Cirencester Llanelly
Clown Okehampton
Congleton Oswestry
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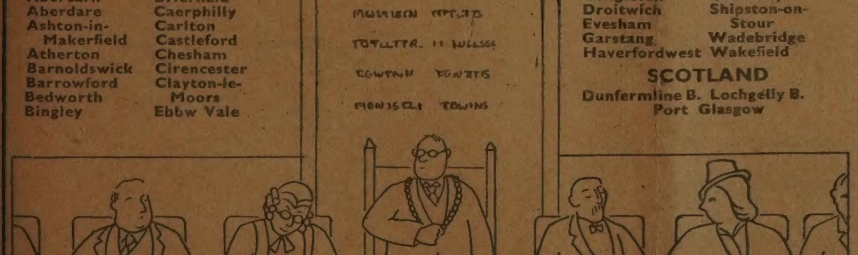

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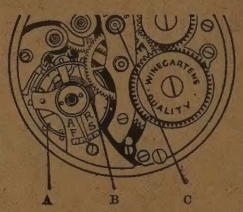

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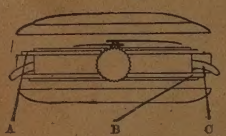

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